

“THIS IS A PLACE WHERE PEOPLE ARE INVESTED IN YOU.”

JACK O’CONNOR | ASSOCIATE | PHILADELPHIA

It was everything I hoped practice would be.

I joined Fisher Phillips as a summer associate in 2020 after interning with the U.S. Department of Labor. It quickly became clear this was exactly where I wanted to be. From the start, I was deeply involved in the labor group while also building an employment litigation practice. That balance was important to me, and FP made it work seamlessly.

I was running cases and taking the lead.

As a junior associate, I was trusted with real responsibility. I was running employment litigation cases, taking the lead with some clients, developing relationships, and beginning to earn “responsible credit.” On the labor side, I was getting hands-on experience that many associates don’t see until much later in their careers. I worked on a union organizing campaign during my second year and was part of the process from start to finish. It was an A-Z crash course in traditional labor, and it shaped how I practice today.

I thought *everywhere* would be like FP.

After about four years at Fisher Phillips, I made the decision to explore another opportunity. At the time, I thought the transparency, investment in associates, and collegial culture I experienced here were standard.

Meet Jack O’Connor



I learned very quickly that they're not. The differences were stark: a smaller labor practice, limited investment in associate development, a lack of office culture, and far less autonomy. I went from leading matters to feeling like a first-year associate again. That experience clarified just how unique FP really is.

It was a warm embrace when I came back.

When I realized I wanted to return, I felt comfortable reaching out to mentors I trusted, people who had been invested in me since day one. The process moved quickly, and when I came back it genuinely felt like I had never left. Everyone welcomed me back without hesitation. I picked up right where I left off – with a full caseload, meaningful responsibility, and clear momentum toward partnership.

The firm wants to make partners from its associates.

FP stands out for its transparent and intentional pathway to partnership approach. This isn't vague guidance – it's real numbers, real examples, and open conversations. I've seen associates I worked alongside make partner, and I've had candid discussions with firm leadership about expectations, timelines, and growth opportunities.

This is a place where people are invested in you.

Fisher Phillips has a small firm feel at a national scale. People enjoy working together. Leaders are accessible. And whether you join the firm directly from law school or as a lateral with more significant experience, there are no artificial barriers to success. If you are looking for a career in labor and employment law and want a place that will support, challenge, and invest in you – this is it.