



Jeremy J. Glenn

Member

Chicago

jglenn@cozen.com | (312) 474-7981

Practice Areas

- Labor & Employment
- Employment Litigation
- Labor Relations & Disputes
- Trade Secrets, Restrictive Covenants, and Computer Abuse

Education

- University of Iowa, J.D., *with honors*, 1997
- Drake University, B.S.B.A., 1994

Bar Admissions

- Illinois

Court Admissions

- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court -- Central District of Illinois
- U.S. District Court -- Eastern District of Wisconsin
- U.S. District Court -- Northern District of Illinois
- U.S. District Court -- Southern District of Illinois

Affiliations

- American Bar Association: Labor & Employment Section and Federal Labor Standards Legislation Committee; Management Chair, Leadership Development Program
- Chicago Bar Association: Labor & Employment Committee
- Wage & Hour Defense Institute-Litigation Counsel of America

Awards & Honors

- Chambers USA, 2021-2024
- Chambers USA, 2019-2020 Up and Coming
- Fellow, College of Labor and Employment Lawyers
- Best Lawyers in America 2022-2025
- Client Choice Winner by Lexology 2018, 2020
- Notable Leaders in Employment Law by Crain's Chicago Business, 2023
- Chicago Notable Gen X Leaders in Law by Crain's Chicago Business 2019, 2021, and 2022
- Lawdragon Top Leading U.S. Corporate Employment Lawyers, 2020-2025

For more than 25 years, Jeremy has represented management in all facets of labor and employment litigation and counseling matters. Jeremy's practice encompasses negotiations and disputes that arise from the onset of the employer-employee relationship. He has defended class action wage and hour/overtime disputes, EEO class actions, and retaliatory discharge cases. He has obtained TROs and preliminary injunctions in response to labor disputes and tried dozens of labor arbitrations along with leading collective bargaining negotiations for employers and employee associations covering thousands of employees. Jeremy has experience with investigations and litigation with the EEOC, OFCCP, and Department of Labor, and infuses these lessons into counseling clients to close-out government audits and avoid litigation.

He currently serves as the managing partner for the firm's Chicago office.

Jeremy's counseling emphasizes a proactive approach to human resources counseling to help his clients avoid litigation through effective workplace policies, procedures, and training programs and these innovative ideas led to appearances on *CBS 'The Early Show with Bryant Gumbel* and in *Crain's Business Insurance* magazine. Jeremy regularly speaks and writes for employer associations and national publications on employment law topics. He is an active leader in the American Bar Association's Labor and Employment Law Section and has held numerous leadership positions including co-chair of the ABA's Federal Labor Standards Legislation Committee, the largest committee devoted to federal wage and hour laws. He is the past editor-in-chief of the *Age Discrimination in Employment Law Treatise* supplement, a senior editor of *Bloomberg's BNA Wage and Hour Laws: A State by State Survey*, past chair of the ABA Subcommittee on the ADEA and past co-chair of the section's monthly newsletter. In addition, he is an active member of the Wage and Hour Defense Institute.

Jeremy received his law degree from the University of Iowa, with high honors, and served on the executive board for the Moot Court program. Prior to law school Jeremy graduated from Drake University where he received the outstanding business student award and served on the National Alumni Advisory Board as a leader of the Chicago area alumni association. Outside of the firm, he chairs the board of the Olive Branch Mission, the oldest continuously operating emergency and transitional housing shelter in Chicago.

Experience

Secured victory in a high-stakes and closely watched appeal before the NLRB centering on efforts by the football team at Northwestern University to form the first-ever union of scholarship student athletes. The Cozen O'Connor team persuaded a staunchly pro-labor Board to decline jurisdiction in a unanimous decision. In February 2014, the team of lawyers had only three weeks to prepare the case for a trial that lasted two weeks before the NLRB Regional Director in Chicago. After the expected adverse ruling, we filed an immediate appeal and marshalled the support of nearly two dozen amici, including the NCAA, the Ivy League schools, several major conferences, private universities, and even members of Congress to submit briefs to the Board. The case was covered by every major media outlet, and the unprecedented issue spawned Congressional hearings and nation-wide interest.

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- Up & Comer in Employment Law by Human Resource Network and Lawdragon 2017-2019
- Illinois Super Lawyers, 2021-2024, Rising Star 2012
- Leading Lawyers Network Illinois 2013-2022, 2024

Won summary judgment on behalf of a community hospital on disparate treatment and retaliation claims under the ADEA.

Represented an agriprocessing company and 19 individual managers named as defendants in a 16-plaintiff retaliatory discharge lawsuit filed in Iowa state court. The plaintiffs brought individual claims based on allegations of a plant-wide culture with respect to workplace injuries, medical treatment and return to work policies, which impacted multiple departments of the operation. Taking an aggressive approach to discovery against the plaintiffs and analyzing an enormous amount of electronic information, our strategy culminated in the defeat of seven plaintiff's claims on motions for summary judgment, the voluntary withdrawal by four plaintiffs who chose not to respond to motions for summary judgment and settlement on favorable terms of the remaining plaintiffs. Five of the seven plaintiffs dismissed on summary judgment appealed to the Iowa Supreme Court. Through a combination of advocacy and favorable settlements, all but one of the appeals were withdrawn.

Represented one of the nation's largest agriprocessing companies in connection with more than 25 large FLSA donning and doffing class actions brought against, including a nationwide case brought by the United States Department of Labor. After winning a number of important pre-trial rulings, ultimately negotiated a global settlement agreement with the DOL on very favorable terms.

Successfully defended a large fast food chain against a nationwide class action alleging that assistant managers in its restaurants were misclassified as exempt. Persuaded the Court that the plaintiff could not pursue his claim as a collective action because the job duties of other assistant managers were not the same as the job duties that the plaintiff claimed he performed.

Conducted a comprehensive labor and employment compliance audit for a restaurant chain. The audit entailed analyzing the company's policies, its electronic timekeeping and pay systems, and interviewing dozens of managers and employees (including those in California and New York) regarding, among other things, the recording of work time, overtime, meal breaks, training time, sick pay, vacation leave, and child labor regulations. Based on the research and analysis, created new individualized scheduling and timekeeping guidelines for each state, drafted written policies, and prepared employee training presentations to enhance the company's ability to adhere to both state and federal wage and hour requirements.

Worked with clients to develop alternative dispute resolution ("ADR") programs for the workplace, including the design and implementation of a universal arbitration agreement and class action waiver for two major retailers with several hundred locations. Have designed and implemented pre-dispute mandatory arbitration programs, and counseled clients on ways to improve their ADR plans to ensure that they would pass legal muster in multiple states, including California.

As the EEOC takes a greater interest in pursuing broad-scale claims under the Equal Pay Act, clients have retained us to analyze their pay practices, including their compensation plans and pay-banding/job-grading systems. Recently assisted a Fortune 100 retail client in developing nationwide pay practices that use emerging technologies but still comply fully with ever-changing federal and state wage and hour laws.

Represented a major meat processing company in an FLSA case involving class claims of unpaid overtime, unpaid minimum wage, meal and rest break violations, unreimbursed business expenses, failure to timely pay wages, waiting time penalties, inaccurate wage statement penalties and failure to maintain accurate pay records. We seized the initiative in discovery and refused to relieve the plaintiff of her duty to bring a class certification motion within 90 days of filing. In the face of that defense strategy and following an intense two months of written discovery and depositions, the plaintiff abandoned her class claims and pursued the case in her individual capacity, settling shortly thereafter

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for nuisance value.

Represented BOMA/Chicago, which is an association comprised of owners and property managers for hundreds of downtown Chicago office buildings, in successful collective bargaining negotiations with SEIU Local 1, which represents approximately 12,000 janitorial employees throughout Chicago.

Represented MyLife, Inc., an Illinois-based home healthcare agency, and its shareholders in its sale to Team Select Home Care, a Medicare home healthcare agency headquartered in Arizona. The transaction drew on the experience of the firm's corporate, tax, commercial litigation, labor and employment, and employee benefits and executive compensation attorneys.

Represented an Italian manufacturer of abrasives and surface finishing tools and products, and its owner (an Italian private equity fund), in the acquisition of a manufacturer of tools for the processing and fabrication of stone, tile, and glass. The purchased assets included assets and operations in the United States, United Kingdom, Brazil, and Switzerland. This transaction drew on the experience of the firm's corporate and labor and employment attorneys.

Represented the owners of HEYDUDE®, a privately-owned casual footwear brand founded in Italy, in connection with its sale to Crocs, Inc. for \$2.5 billion. The acquisition was funded by \$2.05 billion in cash and 2,852,280 shares issued to HEYDUDE's founder. The complexity and cross-border nature of the transaction required extensive collaboration with foreign counsel in Hong Kong, Italy, and other jurisdictions. It also drew on the experience of the firm's corporate; international; antitrust; intellectual property; labor and employment; employee benefits and executive compensation; and technology, privacy, and data security attorneys.