



LITIGATION DEPARTMENT OF THE YEAR: LABOR AND EMPLOYMENT

JONES DAY

Q&A **What are some of the department's most satisfying successes of the past year and why?** Our goal is always to conclude litigation as quickly and efficiently as possible in a way that protects our clients' businesses and avoids future litigation. Our most satisfying successes involve rulings that accomplish those goals and allow our clients to meet their business needs. We were fortunate enough to have many rulings this year that protected our clients' business operations, including a ruling validating an employer's arbitration program, another agreeing with one employer's decision to classify certain employees as exempt, and another opinion protecting the ability of employers to use video platforms for interviewing without opening themselves up to liability around the world.

A prospective client in crisis calls and asks why your team should be retained. What is your answer? We handle employers' most complex, high-stakes legal matters, and assisting our clients through those challenges is the bread and butter of our practice. We are able to provide this kind of support



Jones Day office in Manhattan, New York.

Photo: Ryland West/ALM

because we have lawyers around the world who have experience in a broad range of labor and employment matters and we operate as a seamless collaborative entity, quickly and efficiently assembling just the right resources for our clients. With respect to crisis situations, on very short notice, we can assemble formidable legal talent, across jurisdictions and disciplines, with experience and a track record of success handling the very issue the client is confronting. Our level of global integration, coupled with our lawyers' deep experience handling clients' most difficult problems, makes us uniquely situated to efficiently and effectively handle any crisis.

What traits do you respect most in opposing firms and lawyers? We respect opposing lawyers who are practical, professional and have integrity. Law firms, companies and individuals around the world are operating in the midst of an unprecedented global pandemic, and we respect lawyers who show appropriate professional courtesy in accommodating the needs of clients and courts while still processing matters efficiently and with integrity. We also strongly value opposing counsel who are practical in their approach to litigation. Federal Rule of Civil Procedure 1 advocates for the just, speedy, and inexpensive resolution of litigation, which we believe is best for the legal system and our clients. We value opposing counsel who share respect for the principles of Rule 1 and work to advance litigation in an efficient manner.

What is the firm doing to ensure that future generations of litigators are ready to take the helm? It is extremely important to provide training and opportunities to junior lawyers, enabling them to develop and enhance their skills while advancing to higher levels of responsibility in their careers. We staff our cases leanly, which enables associates to take

on meaningful responsibility early in their careers and to get individualized guidance from partners and more senior associates. Our junior lawyers play important roles in formulating strategy, work directly with clients, and participate in key case activities. They develop by observing more senior lawyers, practicing by doing, getting feedback, and then practicing more. The word practice in the “practice of law” is key to the successful development of future generations of litigators. We also provide robust training tailored to labor and employment law and litigation skill enhancement through a fulsome associate training program. Associates not only attend these regular trainings but, as they gain experience, participate in conducting the trainings themselves. Investing in the development of future generations of leaders is critical to our success and to our ability to represent our clients in their most consequential labor and employment challenges.

*Responses prepared by **Matthew W. Lampe**, global labor & employment co-practice leader (questions 1 and 2), and **Kristina Yost**, labor & employment partner (questions 3 and 4), at Jones Day.*