



Jeffrey Kohn

Partner

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Jeff Kohn represents clients in a broad range of employment and labor law disputes and serves as a strategic advisor on workplace matters. Jeff's clients span a variety of industries, including sports, entertainment and media, financial services, airlines, pharmaceuticals, professional services, and transportation, among others.

Jeff serves as a strategic legal advisor on labor-management relations, including collective bargaining, labor arbitrations, and NLRB and NMB matters for a variety of clients. Jeff has an active employment litigation practice, including employment discrimination, employment contract, wage and hour, executive compensation, and trade secret litigation. He also has substantial experience as a strategic advisor for clients, including businesses who need to restructure their operations or reorganize in bankruptcy. Jeff also manages sensitive internal investigations for clients across a variety of industries.

Experience

- Served as lead counsel for a major financial institution in defending over 400 race discrimination claims brought to binding mediation/arbitration
- Prevailed on behalf of **American Airlines** in an ERISA representative action challenging investment options in American's 401(k) plan
- Served as lead counsel representing a major sports team in several high-profile cases

Admissions

Bar Admissions

New York
New Jersey

Court Admissions

US District Court, District of New Jersey, Eastern, Northern, and Southern Districts of New York

US Court of Appeals, Second and Third Circuits

US Supreme Court

Education

George Washington University, J.D., 1984: with high honors; Order of the Coif; Managing Editor, *The George Washington Law Review*

Cornell University, B.S., Industrial and Labor Relations, 1981: with honors

- Successfully represented **Morgan Stanley** in defeating an ERISA whistleblower action tried before a FINRA arbitration panel, resulting in a recovery to Morgan Stanley of a US\$1.2 million award, including attorneys' fees
- Defended **American Airlines** in a gender equity putative class action
- Successfully defended **Eddie Murphy** and **Paramount Pictures** in a \$375 million sexual harassment lawsuit brought by an actress terminated during the filming of a major motion picture
- Successfully represented transportation company **CEVA Logistics** in obtaining summary judgment in a wage and hour class action challenging CEVA's business practice of using independent contractors as drivers
- Served as lead labor negotiator and labor counsel for a leading pharmaceutical company in achieving several labor contracts for their largest facility
- Served as lead labor counsel and negotiator for **Remington** in its successful reorganization in bankruptcy
- Served as lead labor negotiator for **Six Flags (New Jersey)** one of the largest regional theme parks in the United States, employing over 4,000 people
- Provided strategic counsel to **Prestone** in successfully defeating the UAW's bid to represent Prestone
- Served as lead labor counsel in bankruptcy for **Interstate Bakeries (Hostess)** in its efforts to restructure over 400 labor contracts
- Served as trial counsel in **Delphi Automotive's** 1113 proceeding in the Southern District of New York
- Successfully represented a U.S. airline in a pension dispute with one of its unions that saved the airline \$30 million in past contributions and \$6 million/year in future pension contributions
- Represented **XPO Logistics** in obtaining summary judgment of Pennsylvania wage and hour claims challenging the company's use of independent contractor drivers
- Successfully represented **Cintas** in resolving an FLSA minimum wage and overtime claim in the Northern District of New York
- Successfully represented a U.S. airline in a 300-person class action brought under the Fair Labor Standards Act in the Northern District of New York
- Secured an injunction for **Atlas Air** against its pilots' union to prevent worldwide disruption of its operations
- Served as lead counsel in the defense of 50 race and age discrimination claims brought to arbitration against a major financial institution
- Successfully defended a major insurance company in a high-profile employment discrimination federal jury trial that led to a precedent-setting decision striking punitive damages as a remedy under the New York Human Rights Law
- Obtained summary judgment for **United Airlines** in a multi-plaintiff, multi-district litigation in which plaintiffs alleged failure to hire claims
- Successfully obtained summary judgment, affirmed on appeal by the Second Circuit, in a precedent-setting decision under the Age Discrimination in Employment Act
- Successfully obtained the dismissal of an 82-plaintiff case against a U.S. airline
- Handled and advised on numerous internal investigations

Professional Activities

Community Legal Services

- Counsel to many non-profit organizations in labor and employment matters and governance

Board of Directors

- Bryn Mawr College
- Hugh O'Brian Youth Leadership (Past)
- New York Lawyers for the Public Interest (Past)
- Westchester Jewish Council

Faculty Member

- Adjunct Professor, George Washington University Law School (2017 to present)
- Adjunct Professor, New York Law School (Past)

Speaker

- NYU Annual Conference on Labor
- NYU Center for Labor and Employment Law
- American Bar Association
- New York City Bar Association
- Matthew Bender Conference
- Wall Street Executive Conference
- NYU Law School
- George Washington University Law School

Member

- Industrial & Labor Relations Advisory Council, Cornell University
- Dean's Advisory Board, George Washington University Law School
- Advisory Board, Center for Labor and Employment Law, New York University School of Law

Editor-in-Chief

- ABA Employment and Labor Relations Law Committee, quarterly newsletter (Past)

Media Resource

- CNBC-TV (commentator on employment discrimination law)
- Bloomberg Television (commentator on disputes in airline industry)

Contributing Writer/Editor

- Many publications, including *Matthew Bender's NLRA Law and Practice* and the ABA's Model Jury Instructions for Employment Litigation (as contributing editor)

Author

- “Strategies for Reducing Labor Costs Independent Contractors, Temporary Staffing Agencies, Outsourcing: At What Point do you Become Joint Employer?,” *NYU Annual Conference on Labor*, co-authored with Aparna Joshi and Rachel Schy (2014)
- “Swine Flu Pandemic: Issues For Employers,” *Employment Law360*, co-authored with Scott Dunham and Elyse Meyers (May 4, 2009)
- “Withdrawing from U.S. Operations: An Analysis of Practical Concerns and Options,” *M&A Review*, co-authored (May 2009)

Leadership

- Former Managing Partner, New York Office of O’Melveny & Myers
- Regional Head of Litigation, New York Office of O’Melveny & Myers

Honors & Awards

- Named a “Leading US Corporate Employment Lawyer” for Labor & Employment, esp. Litigation by *Lawdragon* (2021)
- Named a Labor & Employment Star - Northeast (2019), Local Litigation Star (2019-2020, 2023) and Labor & Employment Star (2020-2023) for Labor & Employment by *Benchmark Litigation*
- Recognized by *The Legal 500 US* for Labor & Employment (2011-2021)
- Named a “Distinguished Leader” by the *New York Law Journal* (2018)
- Selected by *HRE Executive* and *Lawdragon* to its “Most Powerful Employment Lawyers” list (2014-2019)
- Recognized by George Washington University Law School as a Distinguished Alumni (2014)
- Recognized as a “Leading Lawyer” for Labor & Employment by *Chambers USA*; recognized among Top 20 Employee Benefits Lawyers in *Guide to the World’s Leading Labour and Employment Lawyers*
- Recognized by Hope’s Door for outstanding pro bono contributions to the organization
- Named a “Super Lawyer” for Employment & Labor in a survey conducted by *Law & Politics Media Inc.* (2012 to present)