

James F. Hendricks, Jr.



COUNSEL
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James ("Jim") Hendricks, Jr. is Counsel at Leech Tishman and a member of the Employment & Labor Practice Group. Jim is based in Leech Tishman's Chicago office and focuses his practice on traditional labor law, employment, and wage and hour litigation.

Jim has spent his entire career defending employers exclusively in all facets of labor and employment law, including National Labor Relations Board (NLRB) and Labor Relations cases, collective bargaining, ERISA for M&A processes, 3201 issues, unfunded pension liability cases and wage and hour issues.

Jim is experienced in labor and employment litigation analysis and defense, as well as providing advice and counsel to operations and human resource executives on a variety of issues regarding the development and implementation of employment policies and procedures, labor and employment issues involved in mergers, acquisitions and divestitures,

personnel transactions, and preventive labor and employment strategies and training.

In the course of practicing in labor relations and as a labor and employment lawyer, Jim has handled hundreds of union organizing campaigns across the country. He has negotiated hundreds of collective bargaining agreements, ranging from single facility bargaining units to multi-employer contracts for over 200 employers covering thousands of employees. Jim's practice has included warehousing and logistics, floral, trucking, automotive, steel, manufacturing, hospitality, gaming, and other industries. He has filed appearances in more than 300 representation (R) cases where a union election is being conducted by the NLRB. Jim has also negotiated first contracts after certification most often resulting with no agreement or terms most favorable to clients.

Jim has given workshops and webinars on wage and hour matters for the National Automobile Dealers Association, multiple state and labor area dealership organizations and various other associations. He is a frequent lecturer on maintaining a union-free environment.

Academics

J.D., Loyola University
M.S. in Industrial Relations, Loyola University
B.S. in Business/Personnel Management, Indiana University

Admissions

Illinois
U.S. Supreme Court
U.S. Court of Appeals, 6th Circuit
U.S. Court of Appeals, 7th Circuit
U.S. Court of Appeals, District of Columbia
U.S. District Courts (Various)

Experience

Freeborn & Peters LLP
Litchfield Cavo LLP
Lewis Brisbois Bisgaard & Smith, LLP
Ford & Harrison, LLP
Fisher & Phillips LLP
Brittain, Sledz, Morris & Slovak

Bell, Boyd & Lloyd
SmithAmundsen
Hendricks & Associates

Professional Memberships

American Bar Association (Member, Labor & Employment
Section)
College of Labor and Employment Lawyers

Professional Accolades

Martindale-Hubbell

Martindale-Hubbell AV Peer Review Rated Attorney

Best Lawyers

The Best Lawyers in America: Employment Law- Management,
(2011-2022)

Best Lawyers Illinois (2011-2022)

Best Lawyers Chicago, Employment Law- Management, (2011-
2022)

Super Lawyers

Illinois Super Lawyer, Illinois Super Lawyers Magazine (2006-
2020)

Additional Accolades

Top One Hundred Labor Attorneys in the United States (Labor
Relations Institute, Inc.)

Speeches and Presentations

Various Workshop Presentations for Auto Industry
Various Workshops on Wage and Hour Issues
ABA, Labor and Employment Section Annual Meetings

Community Involvement

Chicago Public Schools (CPS) "Principal for a Day"