



## Louis J. Cannon Jr.

Partner



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### legal expertise

Louis J. Cannon Jr. represents clients across a wide range of labor and employment matters, with a particular focus on traditional labor issues. Known for his strategic approach, Louis partners closely with clients in industries such as health care, hospitality, higher education, retail, manufacturing, and distribution, among others, to ensure compliance with labor and employment laws while minimizing workplace disruptions. When disputes arise, he leverages his extensive experience navigating proceedings before the National Labor Relations Board (NLRB), Equal Employment Opportunity Commission (EEOC), Department of Labor (DOL), and other federal, state, and local agencies. He also frequently represents clients in labor arbitrations involving discharge and contract interpretation issues.

Louis has significant experience guiding clients through union organizing campaigns and NLRB elections, providing strategic advice on campaign communications, navigating pre- and post-election litigation, and managing all aspects of election planning. For unionized workplaces, he negotiates collective bargaining agreements that align with clients' long-term business goals, including first contracts and multi-year bargaining strategies. When negotiations lead to strikes or picketing, Louis counsels clients through the complexities of strike management, from preparing contingency plans to seeking injunctive relief when necessary.

In addition to his traditional labor practice, Louis advises clients on a variety of employment matters, including responding to EEOC charges and handling discrimination claims before state agencies. He also represents clients in Title VII and wage and hour litigation in both federal and state courts and assists with DOL and OFCCP investigations.

### representative matters

- First-chaired a trial before an NLRB administrative law judge in a case where a hotel in New York City was accused of unilaterally changing working

### practice areas

labor & employment  
labor litigation & counseling

### admissions

Maryland  
District of Columbia  
U.S. Court of Appeals  
First Circuit  
Fourth Circuit  
U.S. District Court  
District of Maryland

### education

- University of Maryland Francis King Carey School of Law, J.D., 2006
- University of Maryland at College Park, B.A., 2000, *summa cum laude*

### other career experience

- Shareholder, Baker, Donelson, Bearman, Caldwell, & Berkowitz, PC
- Principal, Jackson Lewis P.C.
- Partner, Baker & Hostetler LLP
- Associate, Law Offices of Norman R. Buchsbaum

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conditions without bargaining with the union. The client experienced a split victory at the trial stage. After an appeal to the NLRB in Washington, D.C., the client prevailed in the case in all respects.\*

- Simultaneously served as lead negotiator for nine collective bargaining agreements at a major health care system in the Philadelphia area involving a prominent health care union. These included first contracts, second contracts, and successor contracts with decades-long histories.\*
- First-chaired a trial before an NLRB administrative law judge in a case where a hotel was accused of numerous unfair labor practices. After twelve days of trial and post-hearing briefing, the client prevailed on all major aspects of the case that would have involved financial exposure.\*
- Co-chaired an arbitration involving a hotel in Providence, Rhode Island and a card check and neutrality agreement. The issue in the case was whether the union had made a timely demand for recognition. After ten days of testimony and evidence, the client prevailed.\*
- Served as lead trial counsel in a case of first impression before the Maryland State Higher Education Labor Relations Board (SHELRB) on a university's duty to bargain with an incumbent union over COVID-19 related health and safety procedures. After a four-day trial, briefing, and oral argument before all members of the SHELRB, the client prevailed in the case in all respects.\*
- Served as lead negotiator in negotiations for a hospital in Providence, Rhode Island where labor relations had been fraught for many years. Negotiated a favorable overall agreement, narrowly averting picketing and a strike.\*
- Negotiated a first contract simultaneously with two successor contracts for a major university in Washington, D.C., with the SEIU. Counseled the university during a brief work stoppage, including negotiating an end to the strike and terms for a new contract.\*

*\*Indicates matters handled prior to joining MSK.*

## headlines

Mitchell Silberberg & Knupp Takes Growth Surge Bicoastal With Additions to Labor Practice in New York, D.C.  
Arrival of Prominent Lateral Trio Follows Last Month's Expansion on West Coast  
April 9, 2025

## media mentions

Louis Cannon Quoted in *Bloomberg Law* on Declining Unionization Trends  
*Bloomberg Law*, February 2, 2026



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Louis Cannon Quoted in *Law360* on NLRB Complaint Withdrawal and Enforcement Priorities  
*Law360*, January 29, 2026

### **client alerts**

A Boxing Day Miracle: Federal Court Grants National Labor Relations Board's Requested Injunction Against California Assembly Bill 288

*MSK Client Alert*, January 5, 2026

The NLRB Is Back: What a Restored Quorum and New General Counsel Mean for Employers

*MSK Client Alert*, December 22, 2025

### **events & speaking engagements**

2026 Administrative Professionals and Human Resources Conference and Employment Law Workshop  
April 8, 2026

Traditional Labor Law Year in Review

January 21, 2026