

# John R. Hayes

Chicago, IL

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## PARTNER

### Overview

For John the devil is in the details. Known for being meticulous and analytical, his clients benefit from his methodical approach to litigation.

An experienced and skilled trial attorney, John is the lead trial counsel of the firm's Employment Litigation group. John has tried cases in both state and federal court, including several federal jury trials. He represents both private businesses and governmental agencies at trial, mostly defending against claims of employment discrimination and civil rights violations. In addition to trying cases, John has extensive experience in all facets of litigation, from initial intake and discovery through summary judgment. John also has extensive experience in handling litigation with federal and state agencies, including the EEOC, the IDHR, OSHA, and the IDOL. John understands that the proper handling of a case from filing through dismissal or trial is often an arduous and nerve-wracking process for a business. To that end, he works with his clients on their cases from beginning to end, whether that be through trial, summary judgment, or settlement. John understands that in litigation, one size does not fit all, and that the specific facts and needs of his clients will dictate the direction of litigation.

Though John is a skilled litigator, he also counsels clients on liability issues well before they reach a court room. He represents employers and business owners in general employment matters, including discrimination claims, and wage and hour issues.

Having studied biology prior to law school, John has a habit of diving into new discoveries and a passion for learning. This serves his clients well as he comes to understand their industries and the details of their businesses. John entered the legal field knowing his work would impact people. He never fails to consider how each decision and outcome will impact his clients.

John doesn't shy away from a challenge either. He once had a breach of contract case with a single plaintiff against a large corporation. Going up against a much bigger and better financed firm, John was able to secure a verdict for his client.

### SERVICES

Class Action  
Employment Advice & Counsel  
Employment Litigation  
Equal Pay Compliance  
Labor, Employment & Immigration  
Prevailing Wage  
Public Sector  
Staffing Agency, Independent Contractor & Contingent Workforce  
Unfair Competition Counseling & Litigation  
Vaccine Mandates in the Workplace  
Wage & Hour  
Workplace Investigations

### EDUCATION

Northwestern University  
School of Law, J.D., *cum laude*  
Kalamazoo College, B.A.

### ADMISSIONS

Illinois

This taught John the value of perseverance and to never quit the fight, no matter how daunting the odds may seem.

### Experience

Obtained Dismissal of a Class Action Illinois Biometric Information Act Complaint Filed Against a Manufacturer

Aggressively Pursued and Obtained a Dismissal of a Class Action BIPA Lawsuit Filed Against a Staffing Agency and its Client

Obtained Summary Judgment in an Alleged National Origin Discrimination Case

Successfully Defeated Unfair Labor Practice Charges Against a Public Employer

Won a Substantial Verdict in Illinois State Court for a Developer Cut Out of Deal

Obtained a Dismissal of a Case Alleging violations of the Racketeer Influenced and Corrupt Organizations Act

Served as Lead Counsel in an ADEA Wrongful Discharge Matter

Won Summary Judgment on Behalf of an Employer in an ADA Matter

Successfully Defended Multiple Cases Against State Agency Brought by a Former Employee for Wrongful Discharge and Retaliation

Represents Construction Clients in Defense of Petitions for Enforcement Administrative Subpoenas Under Prevailing Wage Act

Defended the Interests of Temporary Staffing Agencies in a Case Brought by the Illinois Attorney General's Antitrust Division

Obtained Summary Judgment on Behalf of a Library District After an Employee Alleged Wrongful Termination

### Membership & Involvement

- Member: Chicago Bar Association

### Firm News

Amundsen Davis Promotes Five Attorneys to Partner  
Firm News, March 14, 2022

Attorney John Hayes Joins Amundsen Davis's Labor & Employment Group  
March 18, 2020

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## Alerts

How are Businesses to Navigate the Conflicting Federal Vaccine Mandates and State Bans on Such Mandates?

Who is a Federal Contractor for Purposes of the Biden Vaccine Mandate?

OSHA ETS: What Health Care Providers Need to Know

## Speaking Engagements

Record Retention - Updates for 2025 and Beyond

Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 4, 2025

Amundsen Davis's Leadership & Management 2024 Certification Training Series Event, Webcast, September - November 2024

Record Retention - Updates for 2024 and Beyond

Speaking Engagement, Illinois Chamber of Commerce, Webcast, July 17, 2024

Eighth Annual Labor & Employment Fall Seminar

Event, Amundsen Davis, Live-stream, September 21, 2022

Records Retention: 2022 Update on Compliance, Litigation, and More!

Speaking Engagement, Illinois Chamber of Commerce, Webcast, June 23, 2022

ARE YOU A JOINT EMPLOYER? You Could Be on the Hook for Wage & Hour Violations!

Event, Amundsen Davis, Webcast, May 26, 2022

The Very Latest on Vaccine Mandates for the Illinois Employer: Focusing on Small and Large Businesses

Illinois Chamber of Commerce; Webcast, December 15, 2021

OSHA's Emergency COVID-19 Vaccination and Testing Standard

Event, Amundsen Davis, Webcast, November 17, 2021

COVID-19 Lawsuits: What Businesses Can Do to Diminish Risks & Avoid Liabilities

Illinois Chamber of Commerce, Webcast, November 2, 2021

To Mandate Vaccines or Not: What Employers Need to Know

Illinois Chamber of Commerce, Webcast, October 7, 2021

## Published Works

Navigating Employer Vaccine Mandates: Incentives and Penalties

*The Illinois Manufacturer Magazine*, November 2021

Illinois Employment Forms-Online Version

Publication, *Illinois Chamber of Commerce*, March 2021

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Model Employee Policies for Illinois Employees – 3rd Edition  
*Illinois Chamber of Commerce*, 2021

## Blog Posts

Federal Court Rules Employer Did Not Violate Illinois Privacy Law for Firing Worker Testing Positive for Cannabis  
*Labor & Employment Law Update*, July 29, 2024

Terminations, Layoffs, and Separations – an Employer Refresher  
*Labor & Employment Law Update*, April 27, 2023

The DOJ's Focus on Employer Non-Poaching Agreements Continues  
*Labor & Employment Law Update*, November 9, 2022

BIPA Strikes Again: \$228 Million Verdict Awarded in First BIPA Jury Trial  
*Labor & Employment Law Update*, October 18, 2022

Why Yes Employer, You Must Continue to Deduct Union Dues From Your Employee's Wages Even After Contract Expiration  
*Labor & Employment Law Update*, October 7, 2022

Employers Beware: Egregious Behavior During Collective Bargaining Can Lead to Paying Attorney's Fees to the Union  
*Labor & Employment Law Update*, August 16, 2022

The NLRB and FTC Agree to Collaborate: What This Means for Employers  
*Labor & Employment Law Update*, August 4, 2022

New Changes to Illinois' Wage Payment and Collection Law Seeks to Pressure General Contractors to Become Union Signatory  
*Labor & Employment Law Update*, June 28, 2022

Are the Federal Antitrust Laws Now a Weapon for Employee Rights?  
*Labor & Employment Law Update*, May 19, 2022

Federal Judge Finds Periodic Inspection and Testing of Fire or Security Systems Does Not Fall Under the Illinois Prevailing Wage Act  
*Labor & Employment Law Update*, February 24, 2022

California Law Alert – Employment Agreements Subject to New Restrictions  
*Labor & Employment Law Update*, January 20, 2022

How are Businesses to Navigate the Conflicting Federal Vaccine Mandates and State Bans on Such Mandates?  
*Labor & Employment Law Update*, November 21, 2021

OSHA Releases COVID-19 Vaccination and Testing Rule for Private-Sector Workers  
*Labor & Employment Law Update*, November 4, 2021

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Who is a Federal Contractor for Purposes of the Biden Vaccine Mandate?  
*Labor & Employment Law Update*, September 13, 2021

Government Loans and Grants to Businesses – Beware of the “Fine Print”  
*Labor & Employment Law Update*, August 13, 2021

OSHA ETS: What Health Care Providers Need to Know  
*Labor & Employment Law Update*, June 18, 2021

Yes, Your Employer Can Require You To Be Vaccinated, According to a Federal Judge in Texas  
*Labor & Employment Law Update*, June 14, 2021

So Your Employee Wants to Work Remotely Out of State  
*Labor & Employment Law Update*, March 8, 2021

EEOC Proposes Update to its Compliance Manual on Religious Discrimination and Accommodation  
*Labor & Employment Law Update*, December 14, 2020

NEW CALIFORNIA EEO PAY REPORTING LAW TO GO INTO EFFECT MARCH 31, 2021  
*Labor & Employment Law Update*, October 20, 2020

U.S. Supreme Court Extends the “Ministerial Exception” to Teachers at Religious Elementary Schools  
*Labor & Employment Law Update*, July 14, 2020

U.S. Supreme Court Issues Landmark Decision Providing Discrimination Protections to LGBTQ Workers  
*Labor & Employment Law Update*, June 15, 2020

UPDATE: Governor Pritzker’s Latest Executive Order Requires Employers with Employees On-Site to Post IDPH Workplace Safety Guidance  
*Labor & Employment Law Update*, May 1, 2020

What to do When Your Employee Tests Positive for COVID-19  
*Labor & Employment Law Update*, April 30, 2020

Governor Pritzker Extends the Illinois Stay at Home Order through May 30, 2020  
*Labor & Employment Law Update*, April 23, 2020

CDC Issues New Relaxed Guidelines for Safety Practices for Essential Workers Potentially Exposed to COVID-19  
*Labor & Employment Law Update*, April 10, 2020

WARN Act and its Implications for COVID-19 Layoffs and Furloughs  
*Labor & Employment Law Update*, April 1, 2020

Does a “Shelter in Place” or “Stay at Home Order” Trigger Paid Leave under the FFCRA?

*Labor & Employment Law Update, March 31, 2020*

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