



## John R. Phillips

PARTNER

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John counsels boards of directors, general counsels and CEOs, as well as human resource executives, on employment matters and traditional labor relations. He has successfully defended Midwestern companies on a national basis in class and collective actions, as well as individual discrimination cases, governmental and regulatory actions, and has a depth of experience in collective bargaining negotiations and matters involving the National Labor Relations Board.

John has served as lead counsel in more than 30 jury trials, with more than 85 percent resulting in a defense verdict. He has successfully waged several campaigns to maintain union-free status of employer and defended class action employment discrimination cases. John has a 90 percent success rate in over 100 arbitrations. He has also counseled clients through numerous successful audits and compliance checks by the Office of Federal Contract Compliance Programs (OFCCP) and avoided potential affected class findings with the OFCCP.

In recent years, John has served increasingly as a neutral mediator or arbitrator in complex commercial, securities, product liability and healthcare matters, as well as employment cases and class actions.

### Kansas City, MO

Direct: 816.983.8119

Mobile: 816.853.5691

Fax: 816.983.8080

[john.phillips@huschblackwell.com](mailto:john.phillips@huschblackwell.com)

### Practices

Labor & Employment

Healthcare

Alternative Dispute Resolution

China

### Awards & Recognitions

- *The Best Lawyers in America*, Arbitration, Employment Law-Management, Labor Law-Management, Litigation-Labor & Employment, Mediation, 1993-2012; Kansas City Mediation Lawyer of the Year, 2012
- American College of Trial Lawyers, Fellow
- College of Commercial Arbitrators, Fellow
- International Academy of Mediators, Distinguished Fellow
- *Benchmark Litigation*, Local Litigation Star, 2010-2012
- American College of Labor and Employment Lawyers, Fellow
- *Missouri & Kansas Super Lawyers*, Employment & Labor Law, 2005-2011; Top 100 Employment & Labor Law, 2007-2011; Top 50 in Kansas City, 2007-2008, 2010-2011
- *Kansas City Business Journal*, Best of the Bar, 2004- 2011
- *Chambers USA*, Labor & Employment (Missouri), 2003-2011
- American Bar Foundation, Fellow
- International Relations Council, Mike Wood Presidential Citation of Merit, 2010

### Professional Associations & Memberships

- AAA Complex Commercial and Employment Law Arbitration/Mediation Panels, 1990-present
- American Bar Association, Dispute Resolution Section, Council Member and Chair Elect
- National Association of Distinguished Neutrals, Charter Member
- Missouri Supreme Court Commission on Alternative Dispute Resolution, 2008-present

- CPR/CCPIT US-China Mediation Panel
- CPR National Panel of Neutrals
- Cy Pres Committee on Funding for Missouri Legal Services Programs
- Edgar Snow Fund, Board and Executive Committee
- Global Kansas City Commission
- International Relations Council, Former Board Member
- Kansas City Labor-Management Council, Executive Board Member
- Kansas City Metropolitan Bar Association, Labor Law Committee, Former Chair; Managing Partners Committee, Former Chair; ADR Committee, Former Chair
- Merrill Lynch Sex Discrimination Claim Resolution Process, 2004-2007
- Dalkon Shield Arbitration Panel, 1992-2004
- Missouri 16th Judicial Circuit Case Management Committee, 2004-2009
- The Missouri Bar, Labor and Employment Committee; Alternative Dispute Resolution Committee, Former Chair
- Missouri Supreme Court Automation Committee
- Quintiles Institutional Review Board, 1990-2009
- Society for Human Resource Management, Former State Council Legislative Affairs Director
- University of Missouri - Kansas City Bloch School of Business, Human Resources Advisory Council , 1996-2011
- U.S. District Court Early Assessment Program, Mediation and Arbitration Panels, 1992-present
- U.S. District Court, Western District of Missouri, Civil Justice Advisory Committee, 1992-1994

### **Civic Involvement**

- Boys and Girls Clubs of Kansas City, Legal Counsel
- Kansas City Industrial Council, Former Legal Counsel
- Kansas University Research Institute, Former Board Member
- Nelson-Atkins Museum of Art; Society of Fellows, Business Council Steering Committee; Art Advocates Steering Committee
- Saint Luke's Cardiovascular Consultants, Board Member
- Saint Luke's Health System, Board Member and Secretary
- Saint Luke's Hospital of Kansas City, Board Member and Secretary

### **Admissions**

- Missouri, 1971
- U.S. District Court, District of Kansas, 1974
- U.S. District Court, Western District of Missouri, 1971
- U.S. Court of Appeals, Eighth Circuit, 1974
- U.S. Court of Appeals, Tenth Circuit, 1978
- U.S. Supreme Court, 1976

## Education

- J.D., University of Missouri - Columbia School of Law, *cum laude*, 1971  
Order of the Coif  
Honorary Barrister  
*Missouri Law Review*, Editor-in-Chief
- Peking University Law School Summer Program, University of Missouri - Kansas City School of Law, 2000
- Oxford Summer Law Program, University of Missouri - Kansas City School of Law, 1988
- B.S., University of Missouri - Columbia, *cum laude*, 1968

## Publications & Presentations

- Author, "Mediation, Arbitration, Litigation: Benefits and Risks", *Ingram's Magazine*, March 2011
- Author, "Mediation from the Perspective of Defense Counsel," *Journal of the Kansas Trial Lawyers Association*, 2003
- Author, "Setting the Table for a Successful Mediation," *Kansas Trial Lawyers Association*, 2003
- Author, "Mediation as One Step in Adversarial Litigation: One Country Lawyer's Experience," *Journal of Dispute Resolution*, 2002
- Legal Editor, *Health Care Labor-Management Relations*, 1995
- Speaker, "Analyzing the Potential for ADR in Estate Planning Instruments," *CPR Alternatives*, 2006
- Faculty and Co-chair, ABA Advanced Arbitration Training Institute, 2005-present
- Faculty, ABA Dispute Resolution Section, Advanced Mediation Training Institute, San Francisco, 2003
- Author, Producer, Director, ABA Advanced Arbitration Video, 2006
- Co-producer, "Selecting a Mediator," *Just Resolutions Video*, 2004
- Author, Producer, Director, "Mediation Madness," ABA Video, 2003