



Johner T. Wilson III

Partner
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J.T. is a diverse lead trial attorney who focuses his practice on cybersecurity and data privacy, wage and hour class and collective actions, and labor and employment law and leads the Labor and Employment team in Chicago. A member of the firm's Board of Directors, he handles internal investigations, arbitrations, and trials before administrative agencies and in federal and state courts across the country involving a panoply of employment-related issues filed as single, multiple, class, and collective plaintiff lawsuits. J.T. also conducts trainings, workshops, lectures, and provides practical advice and counseling on a variety of complex business operation and employment initiatives.

Services

- Labor
- Employment

Education

- DePaul University College of Law (J.D., 2002)
- University of Illinois (B.A., 1999)
 - Political Science

Bar Admissions

- Illinois

Court Admissions

- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the District of Colorado
- U.S. District Court for the Western District of Michigan

Affiliations/Memberships

- International Association of Defense Counsel
 - International Membership Board
 - Website Taskforce
 - 2018 Trial Academy, faculty member
 - Employment Law Committee, vice chair of publications/newsletter (2017 - 2018)
- National Association of Railroad Trial Counsel, Young Attorneys Executive Advisory Board member
- National Employment Law Council
 - ABA/NELC Employment Law Trial Institute Committee, chair
 - Outside Counsel Committee, chair
- University of Illinois at Chicago Chancellor's Athletics Advisory Committee

Distinctions

- Peer Review Rated AV Preeminent by *Martindale-Hubbell*
- Leadership Council on Legal Diversity, fellow
- Crain's 2020 Notable Minorities in Accounting, Consulting & Law *Crain's Chicago*

Experience

Tried Case to Favorable Verdict for Railroad Company

We defended our client, a railroad company, after a sworn peace officer sued under the Federal Employer' Liability Act (FEOLA) for injuries allegedly suffered during a defensive tactics training session. The plaintiff claimed the railroad company negligently failed to inspect the equipment the officer was assigned before facilitating its use during training. We tried the case to verdict, securing a favorable outcome for our client.

Summary judgment on allegations of gender discrimination

J.T. secured summary judgment from the United States District Court for the Northern District Illinois – Eastern Division for a public official/municipal client and against a plaintiff who was alleging gender discrimination and retaliation under Title VII of the Civil Rights Act of 1964. The allegations of gender discrimination stemmed from our client appointing another candidate as chief of police, vacating the deputy chief position previously held by the plaintiff, and returning the plaintiff to her civil service rank.

The court dismissed several claims after concluding the allegations were not covered because the chief of police is an appointed policymaking position. In reaching its decision, the court found that the chief and deputy chief positions authorize meaningful input into governmental decision-making on issues where there is room for principled disagreement on goals or their implementation, and thus qualify as policymaking positions under *Americanos v. Carter*.

Publications

April 26, 2021

Illinois Enacts Law Limiting Use of Criminal Conviction Records When Making Employment Decisions

February 24, 2021

UnMasked: A Generational Shift in Attitudes About Racial Inequity, Diversity And The Unique Implications for Businesses

Westlaw Today

August 12, 2019

New Illinois Anti-Sexual Harassment Legislation Heavily Impacts Employer Procedures

June 24, 2019

Recreational Marijuana – Insights for Employers

Objectives of Closing Arguments

These video clips, recorded at the IADC Trial Academy held in Palo Alto, CA on August 2, 2018, illustrate the art and objectives of closing arguments in a jury trial, both from the plaintiff's and defendant's counsel.

Earning a Jury's Trust

Wilson shares a story to illustrate why closing arguments are critical to the success or failure of the trial lawyer's case in a mock jury trial setting.

Plaintiff's Closing Argument Demonstration

In this short clip, Wilson demonstrates how a plaintiff's attorney might frame a compelling argument for the jury against the defendant "manufacturing company" in a mock products liability trial.