



Jon A Geier

Senior Counsel, Employment Law Department

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Jon Geier is a partner in the Employment Law practice of Paul Hastings and is based in the firm's Chicago office. Mr. Geier represents employers in all aspects of labor and employment law, but focuses his practice in three specific areas. First, Mr. Geier advises federal contractors on their obligations under Executive Order 11246 and related statutes and regulations. He assists contractors in preparing, implementing, and maintaining affirmative action plans and advising them with respect to compliance evaluations by the Department of Labor's Office of Federal Contract Compliance Programs ("OFCCP"). Second, Mr. Geier has extensive experience conducting privileged diagnostics of employment processes, and advising employers on remedial strategies including diversity/inclusion programs. He also has substantial experience working with employers on pay equity studies and remediation. Finally, Mr. Geier represents airlines on labor issues arising under the Railway Labor Act, including matters involving corporate restructuring, as well as litigation under Section 1113 of the Bankruptcy Code.

Recent Representations

- Successfully defeated simultaneous challenges by multiple OFCCP district offices alleging gender and race discrimination in client's pre-employment testing program.
- Assisted multiple national federal contractors through more than 100 OFCCP compliance evaluations over last five years.
- Developed diversity metric programs for employers in various industries.
- Lead pay equity studies and developed tailored remediation strategies for multiple employers.
- Lead flight attendant case in Section 1113 litigation on behalf of American Airlines.

Accolades and Recognitions

- Fellow of the College of Labor and Employment Lawyers
- Illinois Super Lawyer 2010, 2011, 2012

Chicago

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Practice Areas

Employment Law
Litigation
Labor/Management Relations
Life Sciences and Healthcare
Employment Litigation
Employment Counseling and
Preventive Advice

Admissions

Illinois Bar
District of Columbia Bar

Education

Carnegie Mellon University,
B.A. 1977
Carnegie Mellon University,
M.A. 1977
The George Washington
University Law School, J.D.
1985

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Speaking Engagements and Publications

- Regular speaker at the annual meeting of the National Industry Liaison Group
- Regular speaker at NELI seminars
- Co-author of Section 1113 Chapter in Colliers on Bankruptcy treatise

Education

- George Washington University Law School, J.D., 1985
- Carnegie Mellon University, B.A., 1977
- Carnegie Mellon University, MA, 1977

News

January 06, 2014

Paul Hastings Represents Childrens Hospital & Research Center Oakland in an Affiliation with the University of California

June 05, 2013

Paul Hastings Extensive Practice Strength Highlighted in The Legal 500 United States 2013

January 06, 2010

Paul Hastings Selected as The American Lawyers Labor & Employment Litigation Firm of the Year

June 19, 2007

Paul Hastings Attorneys Named Fellows of the College of Labor and Employment Lawyers

Insights

August 01, 2018

Prior Salary in Employment Decisions: California Changes and Attempts to Clarify Recent Salary History Ban and Fair Pay Act Legislation

November 02, 2017

An Equal Opportunity Paradox for Federal Contractors

August 04, 2017

EEO-1 Pay Data Collection Tool: Still Alive and Well with a Deadline of March

Jon A Geier (Continued)

31, 2018 for First Report

June 14, 2017

An Equal Opportunity Paradox for Federal Contractors

April 03, 2017

New Privacy Training Requirements for Covered Federal Contractor Employees

October 26, 2016

The Government Loses Round 1

September 22, 2016

Federal 6-in-1 Poster Update

September 08, 2016

Going Out with a Roar: Final Regulations and Guidance Issued Under Fair Pay and Safe Workplaces Executive Order

June 27, 2016

OFCCP Issues Final Rule on Sex Discrimination Guidelines

March 07, 2016

Understanding The DOL's Proposed Regulations On Paid Sick Leave For Federal Contractors

February 08, 2016

EEOC Proposes New Pay Data Collection Tool: All Employers to Share Pain With Federal Contractors

September 21, 2015

But Wait, There's More: Pay Transparency Rules and New Sick Leave Executive Order Add Challenges For Federal Contractors

June 04, 2015

Proposed Amendments to the Federal Acquisition Regulations Pose Substantial New Burdens and Risks for Federal Contractors

January 29, 2015

OFCCP Issues Anticipated Notice of Proposed Rules Revising the Sex Discrimination Guidelines

Jon A Geier (Continued)

December 10, 2014

Tracking The 'Year Of Action' For Gov't Contractors

September 23, 2014

OFCCP Issues Proposed Rules Prohibiting Discrimination Based Upon
Employee Inquiries and Disclosures Regarding Compensation

August 13, 2014

Federal Contractor Requirements Continue to Expand – Department of Labor
Proposes New Pay Data Collection Tool

August 06, 2014

New “Fair Pay and Safe Workplaces” Executive Order Places Unprecedented
Demands on Federal Contractors

July 21, 2014

LGBT Executive Order: What Federal Contractors Need to Know

April 15, 2014

The Obama Administration Advances Agenda on Wage Inequality Through
Executive Orders and Regulations

September 05, 2013

OFCCPs Federal Contract Compliance Manual Enters the 21st Century

September 04, 2013

Regulations Refreshed: VEVRAA and Section 503 Regulations Mean New
Challenges for Federal Contractors

January 05, 2012

Federal contractors may face new compliance burdens

December 21, 2011

More Challenges for Federal Contractors as OFCCP Turns its Focus to
Employees with Disabilities

May 10, 2011

New Challenges Faced as Support of Veterans Employment Rights Ramps Up

July 23, 2010

Finance Reform Bill Includes Unexpected Employment Law Obligations

Jon A Geier (Continued)

June 01, 2010

Two New Challenges for Federal Contractors and Subcontractors

January 25, 2010

The OFCCP Takes on the Health Care Industry

Executiveview.com 2009 Digital Labor and Employment Guide

January 20, 2010

A Possible Harbinger of Things to Come: DOD Appropriations Bill Restricts Use of Arbitration Agreements in Employment Contracts by Federal Contractors

December 01, 2009

Reconciling Title VII with Friendship, Commerce, and Navigation Treaties:
Practical Guidance for Foreign Employers

Executiveview.com 2009 Digital Labor and Employment Guide

December 01, 2009

The OFCCP Takes on the Health Care Industry

Executiveview.com 2009 Digital Labor and Employment Guide

April 30, 2009

Expanded Liability for Sexual Harassment in Illinois

February 26, 2009

Managing Pay Equity Risks During the Downturn

February 06, 2009

President Obama Signs Three Executive Orders as the First Step in
Implementing a Pro-Union Labor Policy

November 16, 2007

Illinois Opens the Door for Jury Trials in Employment Law Claims

February 06, 2007

Recent Federal Rulings Shift Toward Title VII Protection of Transsexual
Employees

August 22, 2006

Try This Job on for Size

June 19, 2006

Jon A Geier (Continued)

Walking the Compensation Tightrope: OFCCP Issues Final Pay Equity Guidance

May 03, 2006

FAQs Round Two: OFCCP Elaborates on Its Internet Applicant Regulations

October 11, 2005

OFCCP Issues Final Rule: Federal Contractors Face New Record-Keeping Challenges Dealing with Internet Applicants

December 06, 2004

Affirmative Action Compliance in 2005: OFCCP Issues Proposed Standards Governing Compensation Discrimination Analyses

Rankings & Awards

January 02, 2013

Law360 Awards - Top Practice Groups of the Year