



John R. Phillips

PARTNER

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 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 and the Department of Labor (DOL).

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 and has served as an officer and now Chair of the Dispute Resolution Section of the American Bar Association (ABA).

Kansas City, MO

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Practices

Healthcare

Alternative Dispute Resolution

Asia Client Services

International

Labor & Employment

Labor & Management Relations

Awards & Recognitions

- American Bar Foundation, Fellow
- American College of Labor and Employment Lawyers, Fellow
- American College of Trial Lawyers, Fellow
- *Benchmark Litigation*, Local Litigation Star, 2010-2012
- *The Best Lawyers In America*, Arbitration, Employment Law-Management, Labor Law-Management, Litigation-Labor & Employment, Mediation, 1993-2013
- *The Best Lawyers In America*, Kansas City, Mo., Mediation Lawyer of the Year, 2012
- *Chambers USA*, Labor & Employment Law, 2003-2012
- College of Commercial Arbitrators, Fellow
- International Academy of Mediators, Distinguished Fellow
- International Relations Council, Mike Wood Presidential Citation of Merit, 2010
- *Kansas City Business Journal*, Best of the Bar, 2002-2012
- *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

Professional Associations & Memberships

- AAA Complex Commercial and Employment Law Arbitration/Mediation Panels, 1990-present
- American Bar Association, Asia-Pacific Mediation Leadership Conference, Co-chair, Hong Kong, 2013
- American Bar Association, Dispute Resolution Section, 2000-present; Chair, 2012-2013

- CPR/CCPIT U.S.-China Mediation Panel, 2006-present
- CPR National Panel of Neutrals, 2000-present
- Cy Pres Committee on Funding for Missouri Legal Services Programs, 1998-present
- Dalkon Shield Arbitration Panel, 1992-2004
- Global Kansas City Commission, 2006-2010
- International Relations Council, Board of Directors, 2002-2010
- Kansas City Chinese American Association, 2009-present
- Kansas City Labor-Management Council, Executive Board, 1996-present
- Kansas City Metropolitan Bar Association, Labor Law Committee, 1980-present; Managing Partners Committee, Chair, 1998-2002; ADR Committee, Chair, 2002
- Merrill Lynch Sex Discrimination Claim Resolution Process, 2004-2007
- Missouri 16th Judicial Circuit Case Management Committee, 2004-2009
- The Missouri Bar, Labor and Employment Committee; Alternative Dispute Resolution Committee, 1986-present
- Missouri Supreme Court Automation Committee, 1998-2002
- Missouri Supreme Court Commission on Alternative Dispute Resolution, 2008-present
- National Association of Distinguished Neutrals, Charter Member, 2010-present
- Quintiles Institutional Review Board, 1990-2009
- Society for Human Resource Management, State Council Legislative Affairs Director, 1990-present
- 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
- Edgar Snow Memorial Foundation, Board of Directors and Executive Committee, 2001-present; Vice President, 2000-present
- Kansas City Industrial Council, former Legal Counsel
- Kansas University Research Institute, Board of Directors, 2007-2009
- Nelson-Atkins Museum of Art; Society of Fellows, Business Council Steering Committee, 2000-present; Art Advocates Steering Committee, 2006-2011
- Saint Luke's Cardiovascular Consultants, Board of Directors, 2009-present; Secretary, 2010-present
- Saint Luke's Health System, Board of Directors, 2004-present; Secretary, 2008-present
- Saint Luke's Hospital of Kansas City, Board of Directors, 2000-present; Secretary, 2008-present
- Society for People's Friendship with China, Vice President, 2000-present

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