

Jonathan E. Kaplan

Shareholder

40 South Main
Suite 2500
Memphis, TN 38103
main: (901) 795-6695
direct: (901) 322-1229
fax: (901) 881-4333
jkaplan@littler.com



Focus Areas

Labor Management Relations
Training - Compliance, Ethics, Leadership
Policies, Procedures and Handbooks
Hiring, Performance Management and Termination
Discrimination and Harassment
Energy

Overview

Jonathan E. Kaplan has devoted his entire career to representing management clients exclusively in all areas of labor relations, employment law, and human resources management. His practice spans litigation, training, and consulting, in which he has handled matters in more than 40 states and Canada. Jonathan practices extensively before the NLRB across the country, and also has been admitted specially to practice before the state courts in California, Florida, Illinois, Indiana, Kentucky, Michigan, New York, and Ohio. He also is a frequent speaker before management and legal groups and has published numerous articles on labor and employment issues.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Labor and Employment Section, American Bar Association
- Member, Practice and Procedure Under the NLRA Committee, American Bar Association
- Former Management Co-Chair, Subcommittee on Drug and Alcohol Abuse in the Workplace, Employee Rights and Responsibilities Committee, American Bar Association
- Former Chair, Labor and Employment Law Section, Tennessee Bar Association
- Member, Memphis Bar Association

- Member, Board of Directors, United Way - Mid-South

Recognition

- Named, The Best Lawyers in America®, 2003-2025
- Named, Lawyer of the Year, Employment Law - Management, Memphis, *The Best Lawyers in America*®, 2016
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2003-2020
- Recommended, Labour & Employment, *Who's Who Legal*, 2024
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2015
- Named, Super Lawyer, *Super Lawyers*, 2006-2015
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 1982

B.A., Rhodes College, 1979, *cum laude*

Bar Admissions

Tennessee

Courts

U.S. Supreme Court

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. Court of Appeals, D.C. Circuit

Tennessee Supreme Court

U.S. District Court, Western District of Tennessee

U.S. District Court, Middle District of Tennessee

U.S. District Court, Northern District of Mississippi

U.S. District Court, Southern District of Mississippi

U.S. District Court, Northern District of Indiana

U.S. District Court, Western District of Arkansas

U.S. District Court, Eastern District of Arkansas

U.S. District Court, District of Arizona

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Memphis Business Journal honors Jonathan Kaplan with Best of the Bar award

Memphis Business Journal

March 15, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Littler Press Release

June 5, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Littler Attorneys Named in 2017 Who's Who Legal Guide

Littler Press Release

September 28, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

NLRB Expands Reach of NLRA by Finding Employee Who Sought Help From Coworkers For Her Sex Harassment Complaint Was Protected

Littler Insight

August 19, 2014

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler and Its Attorneys Ranked In 2014 Chambers USA Guide

Littler Press Release

May 23, 2014

Best Quotes From the 2014 LEAP Conference

Business Management Daily

March 20, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Mendelson Named in the 2013 Chambers USA Guide

Littler Press Release

May 24, 2013

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Littler Expands Tennessee Presence with New Memphis Office

Littler Press Release

January 19, 2012

Speaking Engagements

A Trap for the Unwary: How Your Company Could Go Union Without an Election

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

The NLRB's Ambush Election Rule: One Year Later

Littler Executive Employer, Phoenix, AZ

May 5, 2016

2015 Southeast Employer Conference

Atlanta, GA

August 20, 2015

Managing and Winning Labor Arbitrations

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Books & Book Chapters

- How to Take A Case Before the NLRB, with Supplement, *Bloomberg BNA*, 7th Ed., Senior Editor, 2007