



Jeffrey Kohn

George Washington University Law School
Professor of Practice in Business and Finance Law
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O'Melveny & Myers LLP
Of Counsel (Retired Partner)
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Areas of Practice Focus

- Labor & Employment
- Business & Commercial Litigation
- Trials

Admissions

Bar Admissions

- New York
- New Jersey

Education

- George Washington University, J.D., 1984: with high honors; Order of the Coif; Managing Editor, *The George Washington Law Review*
- Cornell University, B.S., Industrial and Labor Relations, 1981: with honors

Teaching Experience

Professor of Practice in Business and Finance Law
George Washington University Law School (March 2023 to Present)

Courses: Business Lawyering, Employment Law, Labor Law

GW Law in New York Program: In addition to his teaching responsibilities, Professor Kohn coordinates the GW Law in New York program, a semester-long immersive classroom and externship experience for second- and third-year GW Law students interested in business and finance law. GW Law in New York began as a Spring semester program from 2017 to 2022; in 2023, the program expanded to allow students to participate in a Fall or a Spring semester in New York City. GW Law in New York, now in its 12th semester, accommodates anywhere from 12 to 20 students each semester. Students take classes with senior practicing lawyers at major New York City law firms, including Professor Kohn's firm O'Melveny & Myers LLP. Classes include Restructuring, Securities Law, White Collar Crimes, International Project Finance, Mergers & Acquisitions, Legal Drafting, and Professor Kohn's course, Business Lawyering. Professor Kohn also develops bi-monthly Wednesday workshops and programs hosted at law firms to enhance the student learning experience. Students are required to obtain a semester-long externship. Professor Kohn monitors student externships and regularly meets with students to discuss their professional development.

Adjunct Instructor of Law
George Washington University Law School (2017-2022)

Course: Legal Drafting

While practicing law at O'Melveny & Myers LLP, Professor Kohn served as an adjunct faculty instructor teaching during the Spring semesters in the GW Law in New York program.

Practice Experience

O'Melveny & Myers LLP

New York, New York

1984 to Present

Partner (1992 – 2022)

Of Counsel (2023 to present)

Jeff Kohn has represented clients in a broad range of employment and labor law disputes and served as a strategic advisor on workplace matters. Jeff's clients span a variety of industries, including sports, entertainment and media, financial services, airlines, pharmaceuticals, professional services, and transportation, among others.

Jeff has served as a strategic legal advisor on labor-management relations, including collective bargaining, labor arbitrations, and NLRB and NMB matters for a variety of clients. Jeff has had an active employment litigation practice, including handling many litigation matters involving employment discrimination, wage and hour class actions, executive compensation, and restrictive covenants/trade secrets. He also has substantial experience as a strategic advisor for clients, including businesses that need to restructure their operations or reorganize in bankruptcy. Jeff also manages sensitive internal investigations for clients across a variety of industries.

Law Practice Experience

- Served as lead counsel for a major financial institution in defending over 400 race discrimination claims brought to binding mediation/arbitration
- Prevailed on behalf of **American Airlines** in an ERISA representative action challenging investment options in American's 401(k) plan
- Served as lead counsel representing a major sports team in several high-profile cases
- Successfully represented **Morgan Stanley** in defeating an ERISA whistleblower action tried before a FINRA arbitration panel, resulting in a recovery to Morgan Stanley of a US\$1.2 million award, including attorneys' fees
- Defended **American Airlines** in a gender equity putative class action

- Successfully defended **Eddie Murphy** and **Paramount Pictures** in a \$375 million sexual harassment lawsuit brought by an actress terminated during the filming of a major motion picture
- Successfully represented transportation company **CEVA** in obtaining summary judgment in a wage and hour class action challenging CEVA's business practice of using independent contractors as drivers
- Served as lead labor negotiator and labor counsel for a leading pharmaceutical company in achieving labor contracts for their largest facility
- Served as lead labor counsel and negotiator for **Remington** in its successful reorganization in bankruptcy
- Served as lead labor negotiator for **Six Flags (New Jersey)**, one of the largest regional theme parks in the United States, employing over 4,000 people
- Provided strategic counsel to **Prestone** in successfully defeating the UAW's bid to represent Prestone
- Served as lead labor counsel in bankruptcy for **Interstate Bakeries (Hostess)** in its efforts to restructure over 400 labor contracts
- Served as trial counsel in **Delphi's** 1113 proceeding in the Southern District of New York
- Successfully represented a U.S. airline in a pension dispute with one of its unions that saved the airline \$30 million in past contributions and \$6 million/year in future pension contributions
- Represented **XPO** in obtaining summary judgment of Pennsylvania wage and hour claims challenging the company's use of independent contractor drivers
- Successfully represented **Cintas** in resolving an FLSA minimum wage and overtime claim in the Northern District of New York
- Successfully represented a U.S. airline in a 300-person class action brought under the Fair Labor Standards Act in the Northern District of New York
- Secured an injunction for **Atlas Air** against its pilots' union to prevent worldwide disruption of its operations
- Served as lead counsel in the defense of 50 race and age

discrimination claims brought to arbitration against a major financial institution

- Successfully defended a major insurance company in a high-profile employment discrimination federal jury trial that led to a precedent-setting decision striking punitive damages as a remedy under the New York Human Rights Law
- Obtained summary judgment for **United Airlines** in a multi-plaintiff, multi-district litigation in which plaintiffs alleged failure to hire claims
- Successfully obtained summary judgment, affirmed on appeal by the Second Circuit, in a precedent-setting decision under the Age Discrimination in Employment Act
- Successfully obtained the dismissal of an 82-plaintiff case against a U.S. airline
- Handled and advised on numerous internal investigations

Honors & Awards

- Recognized as a “Leading Lawyer” for Labor & Employment by *Chambers USA*; recognized among Top 20 Employee Benefits Lawyers in *Guide to the World’s Leading Labour and Employment Lawyers*
- Named a “Leading US Corporate Employment Lawyer” for Labor & Employment, esp. Litigation by *Lawdragon* (2021, 2026)
- Named a Labor & Employment Star - Northeast (2019), Local Litigation Star (2019-2020, 2023-2025) and Labor & Employment Star (2020-2025) for Labor & Employment by *Benchmark Litigation*
- Recognized by *The Legal 500 US* for Labor & Employment Disputes: Defense (2011-2021, 2024) and General Commercial Disputes (2024)
- Named a “Distinguished Leader” by the *New York Law Journal* (2018)
- Selected by *HRE Executive* and *Lawdragon* to its “Most Powerful Employment Lawyers” list (2014-2019)
- Recognized by George Washington University Law School as a Distinguished Alumni (2014)
- Recognized by Hope’s Door for outstanding pro bono contributions to the organization

- Named a “Super Lawyer” for Employment & Labor in a survey conducted by *Law & Politics Media Inc.* (2012 to present)

Professional Activities

Leadership

- Former Managing Partner, New York Office of O'Melveny & Myers
- Regional Head of Litigation, New York Office of O'Melveny & Myers

Community Legal Services

- Counsel to many non-profit organizations in labor and employment matters and governance

Board of Directors

- Bryn Mawr College – Trustee (2017 to present)
- Hugh O'Brian Youth Leadership (Past)
- New York Lawyers for the Public Interest (Past)
- Westchester Jewish Council – Board Member and Officer (Past)

Speaker

- NYU Annual Conference on Labor
- NYU Center for Labor and Employment Law
- American Bar Association
- New York City Bar Association
- Matthew Bender Conference
- Wall Street Executive Conference
- NYU Law School
- George Washington University Law School

Member

- Industrial & Labor Relations Advisory Council, Cornell University (Past)
- Dean's Advisory Board, George Washington University Law School
- Advisory Board, Center for Labor and Employment Law, New York University School of Law (Past)
- Co-Chair, ABA Employment and Labor Relations Law Committee (Past)

Contributing Writer/Editor (Sample)

- Many publications, including *Matthew Bender's NLRA Law and Practice* and the ABA's Model Jury Instructions for Employment Litigation (as contributing editor)
- Editor of quarterly newsletter, ABA Employment and Labor Relations Law Committee (Past)
- "Strategies for Reducing Labor Costs Independent Contractors, Temporary Staffing Agencies, Outsourcing: At What Point do you Become Joint Employer?," *NYU Annual Conference on Labor*, co-authored with Aparna Joshi and Rachel Schy (2014)
- "Withdrawing from U.S. Operations: An Analysis of Practical Concerns and Options," *M&A Review*, co-authored (May 2009)