



Phillip J. Jones

Associate

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Phillip Jones represents employers in harassment, discrimination, retaliation, workplace safety, leave and accommodations, restrictive covenants, and wage-and-hour violations. In his role as an associate, he advises in-house counsel and human resources professionals on the Fair Labor Standards Act, Title VII, Occupational Safety and Health Act, Family and Medical Leave Act, Americans with Disabilities Act, Age Discrimination in Employment Act, National Labor Relations Act, state employment laws, and various other human resources issues.

While in law school, Phillip was a research assistant in the field of labor and employment law. He also served as a law clerk for a southern Indiana law firm, where he counseled employees on their rights under federal and state employment laws. Prior to joining Ice Miller, Phillip practiced employment litigation at a national labor and employment law firm.

Education

- Indiana University School of Public and Environmental Affairs (B.S., 2018)
- Indiana University Maurer School of Law (J.D., 2021)

Admissions

- Indiana
- United States District Court - Northern District of Indiana
- United States District Court - Southern District of Indiana
- Ohio
- United States District Court - Northern District of Ohio
- United States District Court - Southern District of Ohio

Published In

- “Understanding Exempt vs. Non-Exempt Designations,” *American Rental Association*, 2022

Services & Industries

- Employment Litigation & Disputes
- Workplace Safety
- Wage & Hour/Fair Labor Standards Act
- Workplace Solutions - Labor, Employment & Immigration

- "Cooperative Gaming – Joint Employer Status in Esports," *Esports Bar Association Journal* Volume 2020

Thought Leadership

February 13, 2024

Employment Law Alliance | Love and the Workplace – A Legal Odd Couple (United States)

Employment Law Alliance

February 7, 2024

Love and the Workplace – A Legal Odd Couple

December 13, 2023

Ho, Ho, Ho! It's Bonus Time!

August 22, 2023

AI in the Workplace – The Next Frontier or a Legal Liability?

Speaking Engagements

- Panelist, "Privacy in Action, and AI on the Horizon," HRACO Legal Conference, October 10, 2023
- Speaker, "How to Investigate Workplace Complaints – A 'Graduate-Level' Practicum," Indiana Chamber of Commerce, Harassment in the Workplace: Prevention and Management Seminar, January 2023
- Speaker, "Ace in the Hole or No Dice? – The Current State of Sports Betting," Association of Corporate Counsel Sports & Entertainment Network: November Legal Update, November 2022
- "From Routine to Remote: Conducting Workplace Investigations in a Digital Era," Indiana Chamber of Commerce 58th Annual Human Resources Conference and Expo, May 2022