

D. Shane Jones

PARTNER



St. Louis
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Public-sector clients rely on D. Shane Jones for experienced, steady guidance when challenges are complex and the stakes are high. With nearly three decades in labor, employment, and education law, he delivers clear strategy and practical solutions when it matters most.

Shane adeptly advises school districts, community colleges, and municipalities on issues including labor negotiations and relations, collective bargaining, complex employee and student investigations, employee discipline, student discipline, board governance, municipal issues, and matters relating to “Sunshine” laws and the Open Meetings and Freedom of Information Acts. He also takes on hot-button issues and political challenges, assisting clients to practical, real-world solutions.

Shane’s reassuring presence and insightful guidance give clients peace of mind, while his kindness and humor ease tensions and bring agreements to fruition. He ensures that all parties involved get a chance to add input and have their voices heard. While Shane always remains conscious of preserving long-term institutional relationships, he is unafraid to assertively push through to gain resolutions favorable to those he represents.

A fierce advocate, Shane helps employers craft strong, reasonable and defensible bargaining proposals and present their interests at the table persuasively and effectively. In addition, he counsels and represents employers in various arbitration forums and before administrative agencies such as the EEOC, IDHR, and the MCHR. He has defended employers against claims of discrimination and unfair labor practices and led employers to victory in union campaigns, grievance arbitrations, and court litigation.

As an in-demand professional leadership and development authority and a dynamic public speaker, Shane is regularly asked to present training, workshops and roundtables to IASB, IASA, IASBO, Regional Offices of Education, MSBA, MOASPA, SHRM, and other groups. He also presents annually at the Southern Illinois Law and Leadership Conference and has



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delivered keynote presentations for regional office in-service days, legal conferences, and other events.

Shane considers it an honor to represent civic-minded people and organizations that strive daily to make the country and the world a better place.

Education

- Washington University School of Law (J.D., Order of the Coif)
- University of Oklahoma (B.A., Public Administration)
- Washington University in St. Louis Certificate: ADR Skills-Effective Mediation and Negotiation

Experience Highlights

- Collective bargaining and labor relations, both traditional bargaining and interest-based bargaining IBB, for a variety of public sector entities from K-12 to higher education to municipalities;
- Formal grievance processing and arbitration, including binding arbitrations before FMCS and AAA;
- Employment law issues, such as compliance with the Fair Labor Standards Act, the Family Medical Leave Act, and the American's with Disabilities Act;
- Defense of employment actions before various tribunals including the EEOC, MCHR, and the IDHR;
- Negotiation and management of employment relationships, contracts, and benefits;
- Employee investigations, employee discipline, and dismissals;
- Terminations for cause, separation agreements, and reductions in force;
- Freedom of Information Act and Open Meetings Act issues; Sunshine Act issues;
- Student discipline matters, hearings, and expulsions

Recognition

- Shane Jones has been named an "Illinois Leading Lawyer" in School Law, Labor Law (Management), Employment Law (Management) and Governmental, Municipal, Lobbying and Administrative Law.
- Labor Law (Management),
- School Law,
- Employment Law (Management) and
- Shane Jones has been "Lead Counsel Verified" by LawInfo.com
- Governmental, Municipal, Lobbying and Administrative Law.

Admissions

Bar Admissions

- Illinois
- Missouri

Court Admissions

- U.S. District Court, Southern District, Illinois
- U.S. District Court, Eastern District, Missouri

