

James Glenn

Of Counsel

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📍 [Chicago, Illinois](#)



JR Glenn is Of Counsel with Conn Maciel Carey LLP (CMC) in the Chicago, IL office. He provides counseling and litigation services regarding workplace safety and health, and labor and employment matters.

Before joining CMC, JR spent a decade providing advice and counseling to and litigating on behalf of domestic and international clients of various sizes. He served as a Human Resources and Labor Relations Manager for General Electric (GE) where he led a \$20 million multi-location plant and international startup. With his prior experience at GE, he is well-positioned as a “go-to” person for resolving employee relations, union, and labor issues, including collective bargaining agreements, contract interpretations, grievance investigations, union avoidance, and strike contingency planning.

Following his stint at GE, JR served as a Judicial Clerk for the National Labor Relations Board Division of Judges in San Francisco, California. He continued his practice at several prestigious law firms, concentrating on labor and employment and complex business litigation. He also opened his own practice in 2017, where he focused on being a true business partner to the entities he represented, advising them on all facets of operation from incorporation to dissolution, and everything in between.

Key Services

- Defends employers in:
 - Wrongful discharge and termination matters
 - Restrictive covenant and trade secret enforcement
 - Employment counseling and general business litigation
 - Business transactions
 - OSHA compliance and citation defense.
- Represents and advises companies on a myriad of legal employment issues in state and federal courts nationwide
- Appears before administrative agencies, including:
 - U.S. Equal Employment Opportunity Commission (EEOC)

- U.S. Department of Labor (DOL)
- National Labor Relations Board (NLRB)
- Occupational Health and Safety Review Commission (OSHRC)
- Various state Workers' Compensation Commissions.

In addition, JR is heavily involved in agribusiness. He currently serves as the Regional Vice President and General Counsel of Illinois Farm Business Farm Management, a cooperative educational service program designed to assist farmers with management decision-making.

Outside the Office

In his free time, JR enjoys flying. He holds a commercial pilot's license with instruments and multi-engine endorsements and is also a certified flight instructor.

Education

- Certificate in Mediation Practice, Northwestern University, 2018
- J.D., University of Illinois College of Law, 2012
- Masters, Human Resources and Industrial Labor Relations, University of Illinois Urbana-Champaign, 2006
- Illinois Wesleyan University, B.A., Business, Economics, and French, 2005

Admissions

- District of Columbia
- Illinois
- Michigan
- Tennessee
- Texas
- U.S. Court of Appeals for the Federal Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Northern District of Illinois
- U.S. District Court for the Northern District of Illinois Trial Bar
- U.S. District Court for the Southern District of Illinois