

Faykus Law PLLC

Representative Legal Matters

Jordan Faykus

- Obtained bench trial victory in large ERISA 204(h) notice class action. Successfully affirmed by the US Court of Appeals for the Tenth Circuit and certiorari denied by the US Supreme Court.
- Successfully appealed class action judgment on behalf of Fortune 500 company in case involving changes to retiree health care benefits included in a series of expired CBAs.
- Advised business on shut down of various US operations, including WARN requirements and considerations, anti-discrimination issues related to reductions in force, and employee incentives.
- Guided company through internal investigation related to employee whistleblower allegations of company corruption and employee harassment and discrimination.
- Won summary judgment dismissing ADEA collective action related to company pension plan conversion.
- Won a multimillion dollar AAA arbitration in breach of executive agreement on behalf of a multinational energy trading company.
- Obtained favorable resolution and entry of permanent injunction enforcing non-competition and confidentiality agreements against former employees.
- Won summary judgment dismissing employee disability and pregnancy discrimination claims on behalf of a property management company. Affirmed by the Court of Appeals for the Fifth District of Texas at Dallas.
- Won summary judgment on behalf of commercial airline dismissing employee claims of FMLA interference and retaliation, and discrimination based on race and age under Title VII, the ADEA, and the Texas Commission on Human Rights Act.
- Represented pallet manufacturing company in negotiations with OSHA resulting in the expungement of several OSHA citations and a +50% reduction of penalties.
- Represented multinational plastics manufacturer in OSHA Section 11(c) whistleblower action resulting in a complete dismissal of all claims.
- Successfully defended numerous employee labor grievances and unfair labor practice charges on behalf of international chemical company.
- Advised multinational business with strategic labor law considerations related to its purchase and re-start of operations of previously unionized mill.
- Advised company benefits investment committee regarding potential fiduciary risks associated with company 401(k) plan offering a self-directed brokerage account, after employee complaint and request for Sharia-compliant investment fund.