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Top Labor & Employment Lawyers 2018

Robert Jon “RJ” Hendricks

FIRM: Morgan, Lewis & Bockius LLP	CITY San Francisco, Los Angeles	SPECIALTY Wage and hour, discrimination
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Hendricks knows how to get a case moving and maintain its momentum. As one of the foremost transportation employment litigators, he handles a variety of cases for the airline industry.

He successfully moved for summary judgment against four named plaintiffs in an age discrimination lawsuit. The four plaintiffs separately filed a wage and hour class action against Delta, and Hendricks was able to disqualify them as class representatives due to the conflict of interest. *Lopez v. Delta Air Lines Inc.*, 2:16-cv-04497-DSF-AJW (C.D. Cal., filed Nov. 29, 2016).

“We were able to persuade the court that they had a conflict of interest by litigating individual age cases in the same context as them pursuing the wage and hour class action, that they were willing to put their interests above the class,” Hendricks said.

Ultimately, Hendricks proved that two plaintiffs were terminated for safety vio-

lations, and two were terminated for misuse of travel privileges.

Hendricks said his strategy in cases is as diverse as his intake.

“No two cases are the same,” he said. “They might have similar claims, they might even have similar counsel, but the particularities of the cases differ, and they matter.”

He added he tries not to approach cases in a “cookie-cutter fashion” and works to develop a strategy that leverages the law and the facts to a desirable outcome.

“I think the way you approach a deposition should be particular to the claims, and the plaintiff, and what you think the outcome should be in the case — not as a task to be completed.”

Hendricks said one of the most interesting trends of the year is the issue of legal jurisdiction for California-based flight attendants, who may be working all over the world. This issue can have an impact on any number of regulations and federal law.



He said achieving a beneficial outcome for his clients drives him forward and continually motivates him.

“I get to work with some amazing people, both amazing clients and amazing colleagues,” he said.

— Caroline Hart