



James C. Crowley

Shareholder

815 Connecticut Avenue NW

Suite 400

Washington, DC 20006

main: +1 (202) 842-3400

direct: (202) 772-2509

fax: +1 (202) 842-0011

jccrowley@littler.com

Practice Areas

Litigation and Trials

Appellate

Labor Management Relations

Arbitration

Unfair Competition and Trade Secrets

Business Restructuring and M&A

Employee Benefits

Sports

Hospitality

Financial Services

Overview

James Crowley brings extensive experience in complex labor and employment litigation and regulatory challenges. He has successfully handled cases in federal and state appellate and district courts, administrative agencies, and arbitrations. James played a crucial role in several high-profile labor and employment cases in recent years. Notably, he achieved a well-publicized success in challenging the National Labor Relations Board's (NLRB) joint-employer rule, represented clients in the widely watched NLRB case regarding the employment status of student-athletes, successfully defended professional sports leagues against tort claims preempted by federal labor law, and secured an important victory overturning a labor arbitration award under one of the most deferential standards of review in law.

In addition to his litigation practice, James helps clients navigate strategic labor and employment questions that arise from collective bargaining and union organizing, pending legislation, government investigations, corporate transactions, restrictive covenants, executive agreements, reductions in force, antidiscrimination laws, and employee retirement and health plans.

Before joining the firm, James was an attorney at another international law firm and clerked for Chief Judge Jerome A. Holmes of the U.S. Court of Appeals for the Tenth Circuit and Chief Justice Peter J. Maassen of the Alaska Supreme Court.

Recognition

- Named, Litigator of the Week *The American Lawyer*
- Named, Legal Lion *Law360*
- Named, Labor and Employment Practice Group of the Year *Law360*
- Named, Sports Practice Group of the Year *Law360*
- Named, The Best Lawyers in America®, Labor and Employment,
- Recipient, Pro Bono Counsel of the Year Award

Education

J.D., Northwestern University School of Law,
A.B., Georgetown University,

Bar Admissions

District of Columbia
Illinois

Publications & Press

Littler Continues D.C. Office Growth with Addition of Shareholder James Crowley
Press Release
April 16, 2025