



(He/Him)

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Michael (“Mike”) Padgett is a principal in the Indianapolis, Indiana, office of Jackson Lewis P.C. His practice covers a broad range of employment laws, as well as traditional labor matters.

Mike’s diverse career background provides a strong base for his practice. After his undergraduate education, Mike was employed as a mechanical engineer in a manufacturing environment. Following law school, Mike learned the ropes of the regulatory environment when he entered Indiana state government, rising through the ranks to serve as chief of staff to the Indiana secretary of state, an executive assistant to the governor of Indiana, and chief counsel to the Indiana Department of Labor.

True to his engineering background, Mike brings a practical approach to client matters. Whether offering day-to-day advice on workplace issues or handling contentious litigation in federal court, Mike remains focused on providing guidance that resolves client issues in a direct, pragmatic and efficient manner. Mike believes a 15-minute phone call is more valuable than a 15-page memo.

Mike’s litigation experience includes defending discrimination, harassment, and retaliation claims across the spectrum of federal and state employment laws, wage and hour claims (including class and collective actions), and non-compete litigation. Mike has extensive experience before administrative agencies that govern the workplace, including the EEOC, NLRB, state and federal Departments of Labor, OSHA, and local fair employment practices commissions.

Mike also has broad experience in traditional labor matters, including negotiating collective bargaining agreements, grievance arbitrations, and unfair labor practice charges. Mike served as lead labor counsel for the owner in negotiating the project labor agreement governing the construction of a new NFL football stadium in Indianapolis.

In his free time, Mike enjoys time with his family, including playing fiddle in an extended-family band focused on traditional and contemporary Irish folk music.

Honors and Recognitions

- *The Best Lawyers in America*®, “Employment Law – Management” (2021-present) and “Litigation – Labor and Employment” (2018-present)
- *Chambers USA*, “Labor & Employment” (2012-present)

Pro Bono and Community Involvement

- Indianapolis Bar Association Hospice Legal Services Program, Volunteer Attorney
- Holy Spirit Catholic Church, Indianapolis, lifetime parishioner and involvement

Practices

- National Compliance and Multi-State Solutions
- Disability, Leave and Health Management
- Employment Litigation
- Wage and Hour
- Workplace Training
- Manufacturing

Education

- Indiana University, J.D. 1991
- Purdue University, B.S. 1984

Admitted to Practice

- 5th Circuit Court of Appeals 2003
- 7th Circuit Court of Appeals 2003
- Indiana - N.D. Ind. 1991
- Indiana - S.D. Ind. 1991
- Oklahoma - N.D. Okla. 2003
- Indiana 1991

Published Works

- "But What About the Giant Inflatable Rat?: NLRB Addresses Unconventional Union Protests," *The Workplace Lawyer*(Indiana State Bar Association) (Fall 2007) [Author]
- "Practicing Before the National Labor Relations Board," *The Employment and Labor Law Handbook for Indiana Lawyers*(2005) [Author]