



Principal, Omaha

P 402-827-4232

F 402-391-7363

Christopher.Hoyme@jacksonlewis.com

Christopher E. Hoyme is a principal in the Omaha, Nebraska, office of Jackson Lewis P.C.

Chris represents management nationwide in all facets of employment litigation. He has successfully defended employers across the country in over 40 federal and state courts, as well as before numerous federal and state administrative agencies across the country.

Chris looks for practical solutions for clients facing litigation. He believes in a proactive, preventive approach to dealing with employment issues so that clients are placed in the best possible position to avoid lawsuits before they are filed. However, once a client is faced with defending a lawsuit, Chris's approach is to respond quickly and aggressively, making him a formidable opponent in the courtroom.

Practices

- Advice and Counsel
- Background Checks
- Litigation
- Privacy, Data and Cybersecurity
- Wage and Hour
- Workplace Training

Education

- University of Mississippi School of Law, J.D. 1984
- St. Olaf College, B.A. 1981

Admitted to Practice

- U.S. Supreme Court
- 5th Circuit Court of Appeals
- 8th Circuit Court of Appeals
- 9th Circuit Court of Appeals
- Colorado - D. Colo.
- Indiana - N.D. Ind.
- Iowa - N.D. Iowa
- Iowa - S.D. Iowa
- Mississippi - N.D. Miss.
- Mississippi - S.D. Miss.
- Nebraska - D. Neb.
- Oklahoma - W.D. Okla. 2018
- South Dakota - D. S.D.
- Iowa
- Mississippi
- Nebraska
- South Dakota

Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2016–present), "Labor Law – Management" (2016–present) and "Litigation – Labor and Employment" (2015–present)
- *The Best Lawyers in America*®, "Lawyer of the Year: Labor Law - Management" (2019) "Lawyer of the Year: Litigation - Labor and Employment" (2021)
- *Chambers USA*, "Labor & Employment" (2009–present)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2003–present)
- *Great Plains Super Lawyers*®, "Super Lawyers" (2009–present)

Pro Bono and Community Involvement

- Domestic Violence Council, Employment Counsel
- Legal Aid of Nebraska, Employment Counsel

Published Works

- "(Before You Hire) Hiring 101" and "After You Hire" SDR Retail Prophet ("The Workforce Issue") (June–July 2024) [Author]
- "Smart Hiring, Part 2 – Interviewing process" SDR Retail Prophet (October–November 2023) [Author]
- "The Basics on Employee Uniforms" SDR Retail Prophet (June–July 2023) [Author]
- "What you need to know about exempt employees, Part 1" SDR Retail Prophet (December 2022–January 2023) [Author]
- "What South Dakota Employers Need to Know About Marijuana" SDR Retail Prophet (August–September 2021) [Author]
- "FAQs: COVID-19 vaccines" SDR Retail Prophet (February–March 2021) [Author]
- "4 common employment law mistakes" SDR Retail Prophet (December 2020–January 2021) [Author]
- "Use it or lose it vacation time" SDR Retail Prophet (October–November 2019) [Author]
- "The Dark Web and Its Impact on Small Business" SDR Retail Prophet (April–May 2018)

[Author]

- "Giving out bonuses? They may be subject to overtime pay" *SDRA Retail Prophet* (December 2015) [Author]
- "EU Top Court Rules IP Addresses Maybe Protected Personal Data," *IT Law Today* (December 2016/January 2017) [Author]
- "EU Top Court Rules IP Addresses May Be Protected Personal Data," *European Union* (October 2016) [Author]
- "Nebraska Amends Data Breach Notification Law," *USA* (May 2016) [Author]
- "Should We Train Our Employees About Good Data Privacy And Security Practices," *USA* (March 2016) [Author]
- "Dwolla Fined \$100,000 By CFPB in First Data Security Enforcement Action," *USA* (March 2016) [Author]
- "Data Breach in Georgia Affecting Six Million Voters Adds to 2015 National Tally," *USA* (November 2015) [Author]
- "Employee Apps = Employer Data Risk?" *USA* (April 2015) [Author]
- "Liability For Providing Too Little Information," *USA* (November 2014) [Author]
- "FTC Objects to Sale of Company Assets Based on Potential Breach of Privacy Policy," *USA* (June 2014) [Author]
- "Nebraska Extends Veterans Preference to Spouses of Disabled Vets," *USA* (February 2014) [Author]
- "Employers Must Prove Physical Presence in Workplace is Essential Function, Sixth Circuit Rules," *South Dakota Municipalities*(July 2014) [Author]
- "Labor FAQ," *SDRA Retail Prophet*(June 2014) [Author]
- "Nebraska Extends Veterans Preference to Spouses of Disabled Vets," www.lexology.com (February 27, 2014) [Author]
- "FTC (Federal Trade Commission) Objects to Sale of Company Assets Based on Potential Breach of Privacy Policy," www.nationalreview.com (June 3, 2014) [Author]
- "Police Officer's Facebook Rants Not Protected Speech under the First Amendment Federal Court Rules," *South Dakota Municipalities*(April 2014) [Author]
- "City Employee Properly Alleged Forth Amendment Violation for Unreasonable Search and Seizure by Ordering Drug Test Based on Personal Animosity," *South Dakota Municipalities*(February 2014) [Author]
- "NLRB General Counsel on Social Media," *The Midwest Employer*(Spring 2012) [Author]
- "Federal Appeals Court Rejects Narrowing Summary Judgment Standard for Discrimination Cases" (June 28, 2011) [Author]
- "8th Circuit 'Discrimination Exception' Takes a Hit," *Employment Law 360*(July 2011) [Author]
- "NLRB ruling requires posting of employee rights," *SDRA Retail Prophet*(September 2011) [Author]
- "New posting requirement delayed to January 31, 2012," *SDRA Retail Prophet*(October 2011) [Author]
- "EEOC Releases New ADA Regulations, Implementing 2008 ADA Amendments Act," *SDRA Retail Prophet*(May 2011) [Author]
- "How the Health Care Reform Law Impacts Employers," *SDRA Retail Prophet*(May 2010) [Author]
- "Twittering employees: Issues facing employers in a web-based world," *SDRA Retail Prophet* (July 2010) [Author]
- "The Road to Labor Law Compliance Worker Misclassification Pt 1," *SDRA Retail Prophet* (August 2010) [Author]

- "The Employee Free Choice Act," *Nebraska Trucker*(Feb 2009) [Author]
- "Using Transitional Duty to Lower Your Costs," *Nebraska Trucker*(December 2008) [Author]
- "E-Storing Personnel Records: Is it an Option?" *Nebraska Trucker*(July 2008) [Author]
- "Proactive Steps to Avoid Employment Litigation," *IEC Insights*(July 2008) [Author]
- "Avoiding Wage & Hour Errors – Don't Be the Next Statistic," *Nebraska Trucker*(May 2008) [Author]
- "Employer's Top Ten List: Avoiding Retaliation Claims," *Nebraska Methodist Health System*(April 2008) [Author]