Practices

- Employment Litigation
- Labor Relations

Education

- Marquette University Law School , J.D.

Admitted to Practice

- 7th Circuit Court of Appeals 2006
- Wisconsin - E.D. Wis. 2003
- Wisconsin - W.D. Wis. 2002
- Wisconsin 2002

Mark P. Tilkens

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Mark P. Tilkens is a principal in the Dallas, Texas, office of Jackson Lewis P.C. with a nationwide management-side labor law practice. He has successfully represented clients before judges, juries, and administrative agencies throughout the country. Mark has tried hundreds of arbitration cases through to final decisions. He handles high-level strategy and trial decisions in discrimination cases for clients across various industries. He is often called upon to provide representation and strategic counsel in other high-stakes crisis situations.

Mark has been consistently listed in *The Best Lawyers in America©* for more than a decade, *Legal 500 USA, Chambers USA*, and was named for 2017-2018 as the "Labor Lawyer of the Year" in Wisconsin by *The Best Lawyers in America©.* He provides every client with individualized attention and the best responsiveness in the market by placing the needs of each employer above all other issues and with every action designed to strengthen the relationship with those employers who place their trust in the team.

Mark's legal experience includes counseling and representing employers across the country in traditional labor law matters, including the most difficult collective bargaining and "bet the company" cases, situations, arbitrations, strikes, replacing strikers, union organizing campaigns, elections, acquisitions of unionized companies, and proceedings before the National Labor Relations Board.

Mark provides guidance for employers facing critical employment counseling issues, including employee discipline, reducing misappropriation of confidential information, protection from competition, managing employee misconduct before escalation, and personalized training systems for managers and HR in meeting their own capability-building goals.

Mark defends employers in cases before the U.S. Department of Labor and in federal court actions involving labor relations; investigating and defending the most complex employment discrimination. He also guides employers on all issues related to employee performance, disciplinary and discharge decisions, reductions in force, and enforceability of post-employment restrictive covenants, as well as advising employers in all aspects of the employer employee relationship, including employment contracts, disability issues, internal investigations, and policy formulation/review.

Mark began his labor and employment practice after a decorated career in law enforcement, during which he received specialized training in interviewing skills, spent hundreds of hours in the courtroom and gained labor relations experience as a union executive board member where he worked closely with management officials during the development of internal investigation policies.

Mark was recognized annually by prosecutors for outstanding performance in the line of duty, including being awarded Top Cop of the Year, the Teamwork Award, and Investigator

Commendation for a successful prosecution of street gang violence.

Mark spends his free time with his two sons and enjoys mountain climbing, exercise, and hiking with his dog. He has climbed to the summit of most of the California 14,000 foot peaks. Mark is also an instrument-rated, multi and single engine commercial pilot and loves aviation.

Honors and Recognitions

- *The Best Lawyers in America©,* "Employment Law – Management", "Labor Law – Management" and "Litigation – Labor and Employment" (2013-present)
- *The Best Lawyers in America©,* "Lawyer of the Year: Labor Law - Management" (2018)
- *Chambers USA,* "Labor & Employment" (2013, 2014, 2022-present)
- *Legal 500 USA,* "Recommended Attorney" (2018)