FENNEMORE.



JOHN A. FERGUSON, JR.

Of Counsel

Labor & Employment

San Antonio
P: 210.447.8033 F: 210.447.8036
jferguson@fennemorelaw.com

JOHN A. FERGUSON, JR.

John A. Ferguson, Jr. is a San Antonio-based employment and labor attorney with over 39 years of experience representing employers in traditional labor relations law under the National Labor Relations Act (NLRA). John is Board Certified in Labor and Employment Law by the Texas Board of Legal Specialization. His practice includes litigation, arbitration, and management counseling, with a focus on helping businesses navigate complex workplace and union issues.

John represents employers in matters involving:
- Collective bargaining agreements and negotiations
- Labor arbitrations and union grievance proceedings
- Union representation elections and NLRB proceedings
- EEOC and Department of Labor (DOL) investigations
- Fair Labor Standards Act (FLSA) collective actions and wage and hour disputes
- Family and Medical Leave Act (FMLA) and Title VII litigation
- State law employment discrimination and retaliatory discharge claims
- Service Contract Act compliance for federal contractors
- LMRA Section 301 actions in federal court to enforce or vacate arbitration awards
- Management training on personnel policies, employee handbooks, and workplace compliance

John has successfully tried numerous unfair labor practice complaints before the National Labor Relations Board (NLRB) and has represented employers in appeals before federal courts of appeals. He has extensive experience guiding employers through union representation elections, arbitrating union grievances, and serving as lead negotiator in the negotiation and renegotiation of collective bargaining agreements for both private and public sector employers.

Before joining Fennemore, John was a partner at a San Antonio law firm where he focused on labor and employment law. He previously served as counsel at Bracewell LLP in San Antonio and began his career as a trial attorney for the NLRB's Houston Resident Office (1981–1986). Earlier, he served as a briefing attorney to the Honorable Carlos Cadena, Chief Justice of the Fourth Court of Appeals for the State of Texas.

EDUCATION

J.D., Texas Tech University School of Law

B.A., Duke University

AREAS OF PRACTICE

Labor & Employment

Business Litigation

AWARDS AND HONORS

Best Lawyers in America®, Employment Law – Management, Labor Law – Management, and Litigation – Labor and Employment, 2008 – 2027

Martindale-Hubbell "AV Preeminent" rating

Top Labor and Employment Attorney, *San Antonio Magazine*, 2025

San Antonio's Best Labor And Employment Lawyers, Scene in S.A., 2011, 2012, and 2015 – 2024

Top Labor and Employment Attorney, San Antonio Magazine, 2020 – 2023

Outstanding Lawyer, San Antonio Business Journal, 2018

Top Rated Lawyer, Labor & Employment Law, American Lawyer Media and Martindale-Hubbell, 2013 and 2014

ARTICLES AND PRESENTATIONS

Author, "Not unionized? Federal labor law still applies," San Antonio Business Journal, September 1, 2026

Presenter, "Labor and Employment Law Update," 22nd Annual Texas Minority Attorney Program CLE Program, April 16, 2025

Presenter, "Next Chapter for the Soon to Be Republican Majority NLRB," Manufacturers Association's 20th Annual Employment Law Seminar, February 20. 2025

Presenter, "Intersection of Employment and Labor Law," State Bar of Texas Labor & Employment Law Section 34th Annual Labor and Employment Law Institute, August 10, 2024

Presenter, "Union Organizing/NLRA Update," San Antonio Manufacturers Association's 19th Annual Employment Law Seminar, February 22, 2024

Presenter, "NLRB Update: Substantial Changes and Recent Union Activity in San Antonio," San Antonio SHRM Annual Employment Law Conference, September 13, 2023

Presenter, "Labor Law Changes to Be Aware of in 2023," San Antonio Manufacturers Association 18th Annual Employment Law Seminar, February 23, 2023

Presenter, "Update on the Biden NLRB and Union Organizing Trends As Workers Seize New Power After Pandemic Wanes," SAHRMA 16th Annual Employment Law Conference, August 10, 2022

Presenter, "The Laws The Pandemic Forgot: The Top 10 Non-COVID Employment Issues for 2022," NAMWOLF Driving Diversity & Leadership Conference, March 7 2022

Presenter, "Union Organizing, the Biden Board, and Contentious Speech," San Antonio Manufacturers Association 17th Annual Employment Law Seminar, February 24, 2022

Presenter, "Why The Pro Act (and Other Biden NLRB Initiatives) Are Significant Challenges For South Texas Employers," SAHRMA 15th Annual Employment Conference, August 18, 2021

PROFESSIONAL AND COMMUNITY ACTIVITIES

Member, State Bar of Texas Labor and Employment Law Section

Member, San Antonio Bar Association

Board Advisor, Compadres Therapy, Inc.

ADMISSIONS

Texas

U.S. District Courts, Eastern District of Texas

U.S. District Courts, Northern District of Texas

U.S. District Courts, Southern District of Texas

U.S. District Courts, Western District of Texas