

Services

Labor Relations

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Our firm has been advising clients on labor/management relations matters since the early 1930s, when New Deal statutes created federal collective bargaining rights for employees. We have represented union and non-union employers in both the private and public sectors in addressing the full breadth of labor relations issues.

What We Do

We provide our clients with practical ways to achieve their business goals while at the same time allowing them to remain in control of labor/management relations.

We have substantial experience counseling non-union clients who wish to remain union-free and have guided many employers through organizing campaigns in which employees chose to remain non-union.

For clients with unionized workforces, we provide practical solutions to day-to-day labor issues. We advise management in collective bargaining negotiations, often acting as the lead negotiator at the bargaining table. We also are experienced in administering collective bargaining agreements and in representing management in grievance and arbitration proceedings arising under those agreements. We represent employers in R-cases and in unfair labor practice matters arising under the National Labor Relations Act and related federal and state laws.

When work stoppages occur, we actively work with our clients to address the issues surrounding such incidents, including obtaining injunctive relief to address improper picketing or illegal wildcat strikes, preventing disruption of business relationships by pursuing secondary boycott charges, counseling on replacement of striking workers, and handling post-strike litigation.

Our labor relations experience includes:

- We currently manage all of the North American labor and employment work for an international Fortune 1,000 manufacturer with more than 13,000 employees. We currently provide counsel to 30 unionized plants and oversee all Collective Bargaining Agreement

(CBA) negotiations, contract administration, charges of unfair labor practices and arbitration proceedings.

- We handle CBA negotiations across the country on behalf of a major steel manufacturer. These negotiations primarily involve the United Steelworkers.
- We handle CBA negotiations and other labor issues for a specialty foods wholesaler and its local delivery drivers represented by the Teamsters Union.
- We handle labor matters for a national auto glass repair company.
- We assist a client, who manufactures sheet molding compounds and molds fiberglass reinforced plastics, in all of its labor negotiations, contract administration and arbitrations since its founding in the 1990s. Most of this work involved the International Association of Machinists Union.
- Since the 1970s, we have helped one of the largest privately held adhesives manufacturers with all of its labor negotiations with the United Industrial Workers union, contract administration and arbitrations.
- For more than 15 years, we have represented the world's largest recycler of spent refinery catalyst in a variety of its labor relations matters, including the negotiation of its collective bargaining agreements in its U.S. facilities.
- For the past 20 years, we have represented a manufacturer concerning all of its labor matters including negotiation of its collective bargaining agreement with the International Brotherhood of Boilermakers, Iron Ship Builders, Blacksmiths, Forgers and Helpers union.
- We also regularly work with a number of different, non-union clients in connection with their efforts to remain non-union. We have successfully advised clients in retail, manufacturing, entertainment and logistics industries in connection with hundreds of union organizing drives and election petitions.

News

[News, 6.26.2023](#)

Billington Named to *Crain's Cleveland Business* "Notable Leaders in Employment and Labor Law" List

[News, 4.20.2023](#)

Billington Interviewed for the Akron Legal News

[News, 8.30.2021](#)

Vorys Welcomes Experienced Labor and Employment Partners to Pittsburgh Office

[News, 3.3.2020](#)

'Vorys at Work' to Provide Education Resources to HR Pros

[News, 12.9.2019](#)

Experienced Counsel Chaz Billington Joins Vorys as Partner

[News, 10.23.2017](#)

Cary Quoted in *InsideSources* Stories on *Janus v. AFCEM*

News, 8.14.2013

More Than 100 Vorys Attorneys Named to 2014 *The Best Lawyers in America*® List

News, 8.2.2013

Cary Interviewed by LXBN TV About NLRB Confirmations and Upcoming U.S. Supreme Court Hearing

News, 4.16.2013

Cary Discusses NLRB Appointments with LXBN

News, 2.11.2013

Campbell Quoted in *Crain's Cleveland Business* Story Entitled "Ferry Cap Puts Legal Screws to Union"

News, 1.17.2012

Cary Quoted in *Washington Times* Story on Pending NLRB Decision

Publications

Authored article, 12.8.2023

Forewarned Is Forearmed: The Importance of Understanding Labor Issues in Making the Location Decision

Client alert, 9.21.2023

NLRB Shifts to Favor Unions

Client alert, 9.8.2023

National Labor Relations Board Begins Anticipated Union-Friendly Shift

Client alert, 2.23.2023

NLRB Limits Confidentiality and Non-Disparagement Clauses in Severance Agreements

Client alert, 12.29.2021

Expiration of OSHA's Healthcare ETS and Update on CMS Mandate

Client alert, 12.23.2021

Federal Vaccine Mandates End-of-Year Roundup

Client alert, 1.11.2017

Labor and Employment Alert: Kentucky Becomes a Right-To-Work State

Authored article, *Ohio State Bar Association's Fine Print Newsletter*, 8.3.2016

5 Labor Law Developments for Your 'To Review' List

Client alert, 6.27.2016

Labor and Employment Alert: Federal Court Blocks Enforcement of Department of Labor's 'Persuader Rule'

Client alert, 12.28.2015

Labor and Employment Alert: Right-to-Work Legislation Introduced in Ohio

Client alert, 8.28.2015

Labor and Employment Alert: It's All About Control: NLRB Expands Key Joint Employer Rule

Authored article, *TLNT.com*, 8.20.2015

Why the NLRB Ruled That College Football Players Can't Unionize

Authored article, *TLNT.com*, 4.30.2015

Court Won't Give Legal Relief From NLRB's 'Quickie' Election Rule

Client alert, 12.4.2014

Oil and Gas Alert: Pros and Cons: Use of Independent Contractors in the Oil and Gas Industry

Authored article, 11.4.2014

NLRB Revisits the Definition of an Independent Contractor

Authored article, *Law360*, 8.27.2014

New Limits On Employers During Union Organizing Efforts

Authored article, *Texas Lawyer*, 7.7.2014

NLRB, Fifth Circuit Sacrifice Employee Privacy for Speculation

Client alert, 3.27.2014

Labor and Employment Alert: NLRB Regional Director Holds Northwestern University Football Players Are Employees, And Can Unionize

Client alert, 12.14.2012

Labor and Employment Alert: Michigan Enacts Right to Work Law

Client alert, 11.30.2011

Labor and Employment Alert: Hayes Stays: NLRB Moves Forward with Election Rule

Client alert, 11.11.2011

Labor and Employment Alert: One for the Employer: Social Media Posting Results in Lawful Termination

Client alert, 4.5.2011

Labor and Employment Alert: Senate Bill 5: An Update on Ohio's Collective Bargaining Law

Client alert, 12.23.2010

Labor and Employment Alert: NLRB Proposes Rule Requiring Employers to Post Notice on Unionization

Client alert, 6.23.2010

Labor and Employment Alert: Medical Interns and Residents Have Right to Organize Under The National Labor Relations Act

Authored article, *The Impact of Recent Regulatory Developments in Employment Law*, 12.18.2009

"Recent Legislative and Regulatory Developments: Employer Compliance Strategies"

Client alert, 3.13.2009

Labor and Employment Alert: If passed, EFCA would Represent the Most Significant Labor Law Legislation in More than a Generation

Client alert, 12.2007

Labor and Employment Law E-Alert: Ohio Civil Rights Commission's Proposed Pregnancy Rules on Hold

Client alert, 12.2007

Labor and Employment Law E-Alert: New Ohio Supreme Court Decision Sharply Limits *Coolidge* Case - Workers' Compensation Claimants Not Immune from Absenteeism Policies

Speaking Engagements

Event, 4.25.2024

2024 Cincinnati Labor and Employment Seminar

Event, 4.24.2024

Webinar: Translating Employment Law into Clear, Meaningful and Defensible Company Policy

Event, 12.5.2023

National Labor Relations Board Important Developments 2023, Co-sponsored by the Ohio Bar Labor and Employment Section and NLRB Regions 8 and 9

Event, 9.13.2023

AF&PA Fall 2023 General Counsels Coordinating Committee Meeting

Event, 9.6.2023

Grow in Ohio: Ohio Labor and Employment Laws: What Companies Need to Know

Event, 12.13.2022

2022 NLRB Developments: OSBA/NLRB Regions 8 & 9 Annual Seminar

4.21.2022

2022 Cincinnati Labor and Employment Seminar

11.4.2021

Akron Labor & Employment Seminar

10.12.2020

Vorys at Work: 2020 Conference

4.16.2020

Vorys on Call: Coronavirus (April 16, 2020)

4.15.2020

Webinar: Labor Relations During the Coronavirus Pandemic

3.13.2012

Employment Law Update and Review

Presented by the Employers Resource Association

Event, 3.9.2011

ERA Employment Law Update and Review

Presented by the Employers Resource Association