Donald L. Crain

Retired Partner

dcrain@fbtgibbons.com | 513.870.8221

9277 Centre Pointe Drive
Suite 300
West Chester, OH 45069

Industries

Finance

Practice Areas

Government Services

Labor & Employment

Municipal, Townships & Counties

Public Finance

Schools, School Districts & Universities

Bar Memberships

Ohio

Don's work was focused on the labor and employment and governmental law areas. He represented numerous clients in a wide array of matters, with emphasis on Ohio township law, municipal and school law, and public/private sector labor and employment law. In addition, his practice included arbitrations, labor contract negotiations and administration, and litigation. Don negotiated over 500 labor agreements for public employers since 1984, including over 250 in the area of public safety. Don retired from the active practice of law at the end of 2023.

Other Info About Don

Experience

Acted as Chief Negotiator for major City Police and Fire negotiations where public safety budget exceeded $400 million.

Primary trial counsel in over 40 unfair labor practice trials in NLRB proceedings.

Served as Law Director – West Chester, Ohio for 40 years, and for 33 years was General Counsel for the Middletown City Schools and Solicitor for Indian Hill, Ohio for 20 years.

Education

University of Cincinnati, J.D., 1973

Miami University, B.S., 1970

Recognition

2020 Voices of Giving Award recipient, Greater Cincinnati Planned Giving Council, nominated by Miami University

The Best Lawyers in America®, Employment Law – Management, 2011-2024; Labor Law – Management, 2011-2024; Litigation – Labor and Employment, 2011-2024

Selected for inclusion in *Ohio Super Lawyers®* 2005-2019, Ohio Law and Politics/Cincinnati Magazine

Award of Excellence, Ohio Public Employer Labor Relations Association

2018 John Dolibois Awardee, Miami University Development and Alumni Association

Who's Who in Cincinnati Law, Cincinnati Business Courier

West Chester/Liberty Chamber of Commerce, Community Support Honoree

Professional Affiliations

American Bar Association

Cincinnati Bar Association

Ohio State Bar Association

Butler County Bar Association, Past President

Middletown Bar Association, Past President

Ohio Council of School Board Attorneys, Past Chairman of Board of Directors

Ohio and National Public Employer Labor Relations Association, Member

Ohio and International Municipal Lawyers Association, Member

Miami University School of Business, Previously Adjunct Professor for course work in Labor Relations and Negotiations, undergraduate and graduate studies

Civic Activities

Miami University – Board of Trustees, 2006-2015, former Chairman of the Board

Miami University, Middletown – Citizens Advisory Board, 1983-1993 and 1995-2006

Miami University – Foundation Board of Trustees, Chair Development Committee

Fairfield Civil Service Commission – 1981-2003, seven times former Chairman

Miami University – Red & White Club, Past-President, Volunteer of the Year 1995 and 2009

American Heart Association, Middletown Branch – Past President and Founding Board Member

Dan Beard Council of Boy Scouts of America, Fort Hamilton District – Member, former District Chairman, Board of Directors

Firm Committees

PAC Committee, Member and former Co-Chair

Government Services Practice Group, Founding Team Leader

Compensation Committee, former Member, Co-Chair and Chair

Presentations

Effect of Economy on Negotiations Budgets, FMCS Annual Seminar, May 2016

Ohio Fact-Finding and Conciliation, Ohio Township Association, July 2015

Hard on the Issues, Soft on the People, Ohio Public Employer Labor Relations Association, February 2015

Negotiations Do's and Don'ts, Ohio Public Employer Labor Relations Association, February 2014

NLRB/SERB Update, Miami Valley Communications Council, November 2013

BGD Legislative Conference, December 2012

Where Angels Fear to Tread – Navigating the Waters of Subcontracting, FBT School Law Seminar, November, 2012

Grievance and Arbitration – Leading You to Victory, Ohio Public Employer Labor Relations Association, February, 2012

Taking Care of Unfinished Business: Midterm Bargaining and Re-Openers, Ohio Public Employer Labor Relations Association, February, 2011

Recent Developments – Fact-Finding and Conciliation in Ohio, Ohio Public Employer Labor Relations Association, February, 2010

Factfinder as Mediator, SERB Fact-Finding Conference, August 2009

Binding Arbitration in the Brave New World of EFCA and Federal Public Safety Act, American Arbitration Association/Northern Kentucky University, July 2009

The Evolution of Collective Bargaining in Ohio – Over 25 Years, Ohio SERB Conference, April 2009

Mid-Term Bargaining Law in Ohio, Ohio Public Employer Labor Relations Association, February 2009

Retire/Rehire Considerations for Ohio Public Employers, Ohio Township Administrators Network, October 2008

Retention of Jurisdiction by the Arbitrator, Arbitration and Mediation Service of Cincinnati, May 2008

Effective Witness Interviews and Preparation, Ohio Public Employer Labor Relations Association, February 2008

Major Publications

Newly named residence hall honors David and Valerie Hodge, Miami University News and Events, Sept. 27, 2023

"Evelyn Bishop – The Heroine of Gatlinburg," *The Mountain Press,* Sept. 2020

Rays of Hope" (Negotiations after SB5), Ohio Public Employer Labor Relations Association Newsletter, Winter 2011 Edition

Featured Articles

New Tax Bill Threatens Important Tax-Exempt Bond Provisions

Supreme Court Sends Transgender Bathroom Case Back to Court of Appeals

Trump Administration Revokes Administrative Guidance Regarding Transgender Student Rights in Schools

Sixth Circuit Decision May Open the Door for Ohio Cities and Limited Home Rule Townships to Enact "Right to Work" Legislation

Sixth Circuit Refuses to Overrule Injunction Requiring School to Allow Transgender Student to use Restroom Based on Gender Identity

SCOTUS Blocks Order Requiring School to Allow Transgender Student Access to Bathroom Matching Their Gender Identity

The Effects of the State Biennial Budget on Ohio School Districts

© 2026 FBT Gibbons LLP. May be considered attorney advertising in some jurisdictions.