

Thomas V. Williams

Retired Partner

twilliams@fbtgibbons.com | 614.559.7244

One Columbus Center
10 West Broad Street, Suite 2300
Columbus, OH 43215

Industries

Consumable Goods

Industrials

Manufacturing

Practice Areas

Collective Bargaining & Arbitrations

Labor & Employment

Union Avoidance / Campaigns

Bar Memberships

Ohio

Tom represents employers in all aspects of labor and employment law, with a focus on collective bargaining, arbitrations and litigation of disputes involving collective bargaining agreements in proceedings before the National Labor Relations Board. He has extensive experience in evaluating plant closings and work relocations in the union environment and handling decisions and effects bargaining in such plant closings.

Tom also has extensive experience as lead trial counsel in employment and labor litigation, and regularly counsels employers on a wide variety of labor and employment matters to avoid employment liability. He has been selected by his peers for inclusion in the Best Lawyers in America for many years. Tom served as the Partner-in-Charge of the Columbus office for more than 10 years.

Other Info About Tom

Experience

Served as lead negotiator and spokesperson for Fortune 1000 corporations in collective bargaining negotiations for several industries and facilities involving international representatives of USW, UAW, UFCW, IBEW, and IAM. Negotiations included plant closings and relocation of work, modification in pay systems and fringe benefits programs and implementation of drug and alcohol testing programs. Tom has also handled several times the negotiations of union contracts during bankruptcy proceedings.

Represented employers in unfair labor practice and representational proceedings, including trials and appeals before the National Labor Relations Board. Tom has successfully represented numerous employers in work stoppage situations involving strikes and lock-outs and has obtained injunctive relief and enforcement of injunctive relief on behalf of employers due to unlawful or violent strike activity.

Represented employers in various labor arbitration cases involving a wide variety of issues including discipline, discharge, promotion, subcontracting, work relocation, overtime requirements, incentive pay programs and contract interpretation issues. Tom has successfully defended employers in employment discrimination and wrongful discharge cases in both state and federal courts.

Tom routinely provides advice to employers in the areas of administration of collective bargaining agreements, union avoidance, employment discrimination, sexual harassment, affirmative action compliance issues, FLSA, FMLA compliance issues, and other compliance issues in connection with labor and employment statutes and regulations.

Education

University of Toledo College of Law, J.D., 1977, *cum laude*

University of Cincinnati, B.B.A., 1974, *magna cum laude*

Courts

Ohio Supreme Court

U.S. Court of Appeals for the 6th and 7th Circuits

U.S. District Courts – Northern and Southern Districts of Ohio

Recognition

The Best Lawyers in America®: Employment Law – Management, 2011-2027; Labor Law – Management, 2011-2027

Selected to *Columbus CEO*'s Top Lawyers list, Labor and Employment, 2025

Selected for inclusion in *Ohio Super Lawyers®, 2009-2022*

Professional Affiliations

Columbus Bar Association

Ohio State Bar Association

Firm Committees

Former Partner-in-Charge, Columbus office

Presentations

Ohio Management Lawyers Association – An invitation-only network of experienced management labor and employment lawyers formed to represent Ohio employers' interests in amicus and legislative activities.

Featured Articles

Department of Labor's Justifications For New Persuader Rule Not Persuasive: Court Permanently Halts Implementation

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