

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, 11.7.2025](#)

Vorys Receives 85 Tier One Rankings on 2026 *Best Lawyers* "Best Law Firms" List

[News, 8.28.2025](#)

Shoenfelt Quoted in Law360 Story on the State of NLRB; Kaplan's Departure

[News, 8.21.2025](#)

More Than 190 Vorys Attorneys Named to the 2026 Edition of The Best Lawyers in America® Lists

[News, 3.20.2025](#)

Vorys Orange County, California Office Moves to Larger Location; Welcomes Experienced Employment Attorneys

[News, 8.15.2024](#)

More Than 170 Vorys Attorneys Named to the 31st Edition of The Best Lawyers in America® Lists

[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. AFCME*

[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

[Client alert, 8.4.2025](#)

Ohio Enacts Mini-WARN Law Requiring Notice of Plant Closings and Mass Layoffs

[Client alert, 4.8.2025](#)

Ushering in a New Era: NLRB Acting General Counsel Revokes Memos from Predecessor

[Client alert, 11.20.2024](#)

Captive Audience Meetings: A Thing of the Past?

[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

Speaking Engagements

Event, 4.30.2026

2026 Cincinnati Labor and Employment Seminar

Event, 5.16.2024

Columbus ALA Chapter Presentation

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