



## Brooke E. Niedecken

Shareholder

Co-Chair, Traditional Labor Practice Group

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## Focus Areas

Labor Management Relations  
Hiring, Performance Management and Termination  
Training - Compliance, Ethics, Leadership  
Policies, Procedures and Handbooks  
Discrimination and Harassment

## Overview

Brooke E. Niedecken advises and represents clients in a broad range of labor and employment law matters, including both traditional labor law matters, as well as employment litigation and counseling. Her extensive experience in the public sector, as well as her in-house experience, provides her with invaluable perspective in representing clients, which include both private and publicly traded companies, from small businesses to Fortune 100 companies. Because of her experience and depth of knowledge, she is also co-chair of the firm's Labor Practice where she helps guide firm strategy in this area.

Brooke appears regularly before state and federal courts and federal, state, and local agencies. She has extensive experience in matters involving the following:

- The National Labor Relations Act
- The Labor Management Relations Act
- Title VII and state discrimination and harassment laws
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- Unfair competition and trade secret laws

As a part of Brooke's labor law practice, she assists global companies in developing labor relations strategies and human resource policies, and provides guidance both to employers who wish to remain union-free or who need to manage their union-represented workforce. She has successfully assisted employers with organizing campaigns across the country in a wide variety of industries including higher education, manufacturing, retail, automotive, and real estate. In addition, Brooke regularly litigates unfair labor practice charges, and pre and post-election litigation matters. Brooke also counsels employers on strategic considerations relating to collective bargaining and labor relations and serves as principal spokesman for management in labor contract negotiations and has extensive experience in labor arbitration matters.

Brooke also provides preventative employer training and counseling to ensure legal compliance and in order to avoid litigation and to prepare for litigation when it is unavoidable. She regularly advises on day-to-day labor, employment and personnel matters and has helped employers draft employee handbooks and policies and develop employee incentives and programs. She has also served as temporary in-house counsel for two national companies where she oversaw labor and employment matters.

Prior to joining Littler, Brooke was an assistant city attorney for the City of Columbus where she focused on union-related matters. While attending law school, she served as an aide to Professor Morgan Shipman and an extern to the Hon. James L. Graham.

Brooke currently serves as Littler's Associate's Committee representative for the Columbus, Ohio and Lexington, Kentucky offices, helping to guide and manage the offices' associates.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Member, Labor and Employment Law Section, Columbus Bar Association
- Member, Labor and Employment Law Section, Ohio State Bar Association
- Member, Human Resources Association of Central Ohio
- Member, Ohio Women's Bar Association
- Member, Women Lawyers of Franklin County
- Former Member, Board of Trustees, CASA of Franklin County
- Former Member, The Childhood League Center
- Former Member, Junior League of Columbus

## Education

J.D., The Ohio State University Moritz College of Law, 2005, *With Honors*

B.S., Bowling Green State University, 2002, *summa cum laude*

## Bar Admissions

Ohio

## Courts

U.S. Court of Appeals, 6th Circuit

U.S. District Court, Southern District of Ohio

U.S. District Court, Northern District of Ohio

U.S. District Court, Eastern District of Michigan

## Publications & Press

### **NLRB Issues Reversal of Obama-Era Precedent on Settlements and Seeks Comment on Quickie Election Rule**

*Littler ASAP*

December 20, 2017

### **Appeals Court Upholds Board Finding of Failure to Bargain over Job Relocation**

*Littler Insight*

September 9, 2015

### **Littler Elevates 16 Attorneys to Shareholder**

*Littler Press Release*

January 5, 2015

### **The Employee Free Choice Act: A Critical Analysis**

*Littler Report*

July 24, 2008

### **Competition from Former Employees: Ohio Appellate Court Clarifies Application of the "Inevitable Disclosure" Doctrine**

*Littler Insight*

February 21, 2007

### **Ballot Initiatives Passed On Election Day Will Affect How Employers Do Business In Eight States**

*Littler Insight*

November 10, 2006

## Speaking Engagements

### **The NLRB Today: A Conversation with NLRB General Counsel Jennifer Abruzzo**

Littler Executive Employer Conference

May 5, 2022

**NLRA Fundamentals: An Interactive Labor Law Primer**

ABA 15th Annual Section of Labor and Employment Law Conference  
November 10, 2021

**2021 Ohio Virtual Regional Employer Conference**

October 14, 2021

**Interpreting Employment and Labor Law During a Global Pandemic: COVID-19**

The Food Industry Association Webinar  
October 5, 2021

**What to Expect from the Biden NLRB General Counsel and Board**

Littler 2021 Virtual Executive Employer Conference  
May 4, 2021

**2021 Hot Topics in Employment and Labor Law**

Client Webinar  
February 25, 2021

**Will He Be the “Strongest Labor President”? The Expected Impact of a Biden Presidency on Labor Policy, the NLRB, and Employers**

January 26, 2021

**If Unions Can’t Succeed Through Traditional Organizing Tactics, What Else Will They Try?**

Ohio Regional Employer Conference  
October 10, 2019

**Labor Law Update: The Trump Board – Impact of the Changing of the Guard at the NLRB and What It Means for Non-Union and Union Employers**

HRACO & Littler Program  
July 19, 2019

**2019 Hot Topics in Employment and Labor Law**

CO-ACC & Littler Sponsorship Program  
June 13, 2019

**Traditional Labor Symposium: What Union and Nonunion Employers Need to Know About Today's Unions and Employer Obligations Under the NLRA**

Littler Executive Employer Conference, Phoenix, AZ  
May 8-10, 2019

**2019 Hot Topics in Employment and Labor Law**

Columbus, OH

February 21, 2019

**The New National Labor Relations Board: Changes, Observations and Current Issues**

February 9, 2018

**2018 Hot Topics in Employment and Labor Law**

Columbus, OH

February 1, 2018

**Books & Book Chapters**

- *The Developing Labor Law*, American Bar Association, contributing editor