



## Brooke E. Niedecken

Shareholder

Co-Chair, Traditional Labor Practice Group

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## Focus Areas

Labor Management Relations

Business Restructuring and M&A

Training - Compliance, Ethics, Leadership

## Overview

Brooke E. Niedecken advises and represents clients in a broad range of labor and employment law matters with a focus on traditional labor law. Her extensive experience in the public sector and in-house provides her with invaluable perspective in representing clients, which include both private and publicly traded companies, from small businesses to Fortune 100 corporations. As co-chair of Littler's Labor Practice, Brooke helps steer firm strategy in this area, bolstered by her wealth of experience and depth of knowledge.

Brooke works as a trusted advisor to clients with a wide range of issues related to labor management relations, including:

- The National Labor Relations Act, The Labor Management Relations Act and related federal court proceedings, including injunction matters
- Collective bargaining and contract management including labor arbitrations and contingency planning
- Labor relations assessments, strategies, and compliance

As part of her practice, Brooke regularly assists global companies in developing labor relations strategies and human resource policies. She provides guidance to employers who wish to remain union-free as well as to those who need advice on how to best manage their union-represented workforce. Brooke also counsels employers on complex labor and employment issues that arise in the context of corporate transactions. She advises clients in a wide variety of industries, including automotive, transportation, higher education, manufacturing, retail, and real estate. In addition, Brooke regularly litigates unfair labor practice charges and pre- and post-election litigation matters. She applies her extensive

experience in labor arbitration matters while counseling employers on strategic considerations related to collective bargaining and labor relations and serving as principal spokesperson for management in labor contract negotiations.

## 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*

BSBA B.S. in Business Administration, 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 Regional Director Says Dartmouth Men's Basketball Players Are Employees, Can Vote in Union Election**

*Littler ASAP*

February 7, 2024

**Q&A With Littler's Brooke E. Niedecken**

*Columbus Bar Lawyers Quarterly*

January 11, 2024

**NLRB and OSHA Announce MOU to Strengthen Health and Safety**

*Littler ASAP*

November 3, 2023

**Littler's Workplace Policy Institute Releases 2022 Labor Day Report**

*Littler Press Release*

September 6, 2022

**WPI Labor Day Report 2022**

*Littler WPI Report*

September 5, 2022

**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