

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

Lions, Tigers, and Strikes: The New Collective Bargaining

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

New Theories, New Tactics: Managing Business Risk Under the NLRA

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

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