



## Robert C. Long

Shareholder

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## Practice Areas

Business Restructuring and M&A  
Labor Management Relations  
Transportation  
Healthcare  
Retail

## Overview

Robert C. Long is a widely-respected leader on the complex labor and employment issues that arise in the context of corporate transactions, including mergers and acquisitions, bankruptcy, downsizing, reorganization and turn-around work with troubled companies or industries. Bob is the founder of Littler Mendelson's Business Restructuring Practice Group. He regularly works with corporate clients and private equity firms to guide them in structuring corporate transactions to minimize risk and maximize the value and success of those transactions from a labor, employment, and employee benefits perspective. This includes transaction planning, due diligence, deal documentation, re-negotiation of labor agreements and pre-and post-closing integration activities. Bob frequently collaborates with leading mergers and acquisitions corporate lawyers, accountants and management consultants on such engagements.

An experienced labor negotiator, Bob has represented management in more than 350 labor contract negotiations, often in the context of high-stakes first contracts or successor agreements involving a major restructuring of the labor-management relationship. He has served as chief negotiator in a number of national contract negotiations and represented multiemployer associations in their negotiation of industry-wide contracts. He has extensive experience with most of the country's largest unions and is widely respected by their leadership. Bob is well known to be an efficient and effective labor negotiator with an eye toward creative win-win solutions that serve both parties' interests without the drama and acrimony that sometimes

detracts from successful and collaborative collective bargaining. Bob also represents clients in labor arbitrations and ULP proceedings before the NLRB and regularly advises clients on compliance with the NLRA.

Bob has clients that range from small closely-held companies to Fortune 50 companies and leading multi-national corporations.

Prior to joining Littler in August 2003, Bob worked at a Chicago law firm for more than 24 years. He was a founder and co-chair of that firm's business restructuring labor and employment group.

## **Selected Matters**

- Represented for over 35 years many of the country's leading private equity firms in M&A in hundreds of transactions involving establishing platform investments, bolt-on transactions and exiting platform investments.
- Represented scores of Tier 1 auto suppliers in multiple UAW negotiations, usually in connection with significant corporate change (mergers and acquisitions, plant closings, plant relocations/consolidations, successor contracts).
- Represented the world's largest steel company in national USW negotiations.
- Represents as special labor counsel for M&A and business restructuring activities several multinational corporations, each leaders in their industry.
- Represented the world's largest air freight forwarder in multiple national Teamsters negotiations.
- Represented the country's second largest LTL trucking company in national Teamsters negotiations as it spun off from the National Master Freight Agreement and negotiated its own national agreement.
- Represented the entire unionized car haul industry in national Teamsters negotiations, representing the multiemployer bargaining association.
- Chief Negotiator for five years for the Port Authority of New York/New Jersey.
- Chief Negotiator for five years for the City of Columbus, Ohio, assisting the City in becoming the first major city in the country to achieve a double triple A credit rating
- Represented multiple creditor's committees in bankruptcy cases as special labor counsel involving collective bargaining agreements, multiemployer defined benefit pension plans and withdrawal liability.
- Advised multiple employers in establishing, maintaining and defending double breasted operations.
- Negotiated nationwide neutrality, access and labor peace agreements.
- Frequently represents the firm's corporate clients in M&A and business restructuring planning and implementation.
- Has handled scores of high stakes interest arbitration proceedings in both the public and private sectors.
- Represented the International Refugee Assistance Project (IRAP), a leading nonprofit immigration advocacy organization in NYC, in their UAW first contract and multiple successor contract negotiations.

## **Professional and Community Affiliations**

- Member, Knox College Board of Trustees
- Member, Advisory and Planning Board for the Annual Chicago Kent Illinois Public Sector Labor Relations and Labor Law Conferences, Chicago Kent College of Law
- Member, Association for Corporate Growth
- Member, Turnaround Management Association
- Member, American Bar Association

- Member, Illinois State Bar Association
- Member, Chicago Bar Association
- Member, Ohio State Bar Association

## Recognition

- Fellow, *College of Labor and Employment Lawyers*, Inducted 2011
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*, Since 2006
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2012 and 2013
- Named, Management Labour and Employment, *Who's Who Legal*, 2010 and 2011

## Education

J.D., Harvard Law School, 1979

B.A., Knox College, 1975, *magna cum laude*

## Bar Admissions

Ohio

Illinois

## Courts

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

Ohio Supreme Court

Illinois Supreme Court

U.S. District Court, Northern District of Illinois

U.S. District Court, Eastern District of Arkansas

U.S. District Court, Western District of Arkansas

U.S. District Court, Northern District of Indiana

## Publications & Press

### **The “Open Door” May Not Be Enough!**

*Littler Podcast*

June 8, 2021

### **Inaugural Report of Littler’s Global Workplace Transformation Initiative**

*Littler Report*

March 30, 2021

### **Littler Launches Holistic Workforce Restructuring Solution**

*Press Release*

May 28, 2020

**WARN Act Risks Loom for Employers Re-Hiring or Un-Furloughing Employees to Receive Paycheck Protection Program Funding**

*Littler ASAP*

April 19, 2020

**Supreme Court Invalidates Union Fee Requirements Imposed on Homecare Employees**

*Littler ASAP*

July 11, 2014

**Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal**

*Press Release*

June 24, 2013

**Littler Named World's Leading Law Firm for Management Labor and Employment Work**

*Press Release*

June 12, 2012

**Littler Attorneys Steven Biddle and Robert Long Inducted as Fellows of the College of Labor & Employment Lawyers**

*Press Release*

July 11, 2011

**Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List**

*Press Release*

July 11, 2011

**The Emerging New Workforce: Employment and Labor Law Solutions for Contract Workers, Temporaries, and Flex-Workers**

*Littler Report*

May 11, 2009

**The Changing Nature of Pension Plans and Retiree Medical Benefits: What the Private Sector Experience Portends for the Looming Crisis in the Public Sector**

*Illinois Public Employee Relations Report*

2007

**Public Policy Challenges to Arbitration Awards in the Public Sector under Illinois Law**

*Illinois Public Employee Relations Report*

2002

**Events & Speaking Engagements**

### **Labor and Employment Issues in M&A**

Strafford Webinar Series

May 14, 2025; November 6, 2023; May 3, 2023

### **The Art of Global Restructuring and Global Workforce Integration**

May 5, 2016

### **The Law and Art of Labor Negotiations**

IncReMental Advantage Executive Education Series on Negotiations Webinar - Business Development Academy

June 2011

### **Labor and Employment Issues and Strategies in M&A Due Diligence**

IncReMental Advantage Mergers and Acquisitions Due Diligence Conference, San Francisco, CA

April 2007

### **Due Diligence: Going in With Your Eyes Wide Open and Knowing Where to Look**

5th Annual Winter Conference & Awards Program - M&A Advisors, New York, NY

December 2006

### **Labor & Employment Law Due Diligence**

IncReMental Advantage Mergers & Acquisitions Due Diligence Conference, New York, NY

October 2006

### **The Deal-Maker's Guide to Labor & Employment Issues in Business Restructuring**

8th Annual Summer Conference on Best Practices in M&A - Alliance of Merger & Acquisition Advisors (AMAA), Chicago, IL

June 2006

### **Impact of Sarbanes-Oxley on Deal Makers and Regulatory Issues in Labor & Employment Due Diligence**

Summer Conference - M&A Advisors, Chicago, IL

June 2006

### **Books & Book Chapters**

- Employment Discrimination Treatise, *Illinois Institute of Continuing Legal Education (IICLE)*, Employment Discrimination in the Public Sector, Chapter Co-Author, 2022