

## Thomas S. Grow

Shareholder

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## Focus Areas

Labor Management Relations

Transportation

Training - Compliance, Ethics, Leadership

## Overview

Thomas S. Grow is an experienced labor and employment law professional and proactive business partner with over 20 years of experience in developing strategic, outcome-based labor and employment solutions that achieve company objectives.

He has represented clients in a broad range of labor matters including labor arbitration, unfair labor practice litigation and collective bargaining. Having served as both in-house and outside counsel, Tom has extensive experience defending employers against various large-scale union organizing attempts throughout the country under the National Labor Relations Act and Railway Labor Act. In addition to his labor management relations practice, Tom provides employment advice and counsel to employers and is well-versed in the employment testing field.

He delivers client-focused legal solutions using insights gleaned from his role as vice president of labor relations with a telecommunications and mass media company, in addition to his 16 years of progressive in-house responsibility with a Fortune 50 global logistics corporation. As a managing director of labor and employment law, he served as a legal advisor to a broad cross-section of company stakeholders, focusing on developing practical and repeatable labor and employment law solutions and striking a sensible balance between business and legal objectives.

Tom has advised on, managed, and handled many aspects of labor and employment law in the transportation industry, including contract negotiations, counseling, discharge arbitrations, labor disruption advice and counseling, union organizing campaigns, and employment law compliance advice and counseling.

Tom focuses his practice on advising and representing corporate clients in a broad range of labor and employment matters, including:

- Advising during union organizing campaigns
- Complying with the NLRA and RLA
- Handling collective bargaining and labor arbitrations
- Proactive positive employee relations training, vulnerability assessments and union campaign preparedness
- Advising on employment testing issues
- Proactive management training related to harassment, discrimination, investigations and other employment laws
- Plant closings, reorganizations and relocations
- Labor and employment counseling

Tom began his legal career in Atlanta with two national labor and employment law firms, where he gained significant experience representing clients in various industries, including healthcare, food and industrial manufacturing, waste management and construction.

## Professional and Community Affiliations

- Member, Labor and Employment Section, American Bar Association
- Board Member, Research Advisory Group, University of Pennsylvania's Wharton School, 2011-2020
- Board Member, National American Transportation Employee Relations Assoc. - NATERA, 2010-2017

## Recognition

- Awarded, AV Peer Review Rating, *Martindale-Hubbell*
- Two-time Recipient, FedEx Five Star Award

## Education

J.D., St. Louis University School of Law, 1997

M.I.L.R., Cornell University, 1994

B.A., Washington and Lee University, 1992, *cum laude*

## Bar Admissions

District of Columbia

Tennessee

## Courts

U.S. Court of Appeals, 6th Circuit  
U.S. Court of Appeals, 11th Circuit  
U.S. District Court, Northern District of Georgia  
U.S. District Court, Western District of Tennessee

## Publications & Press

**Shareholder Thomas Grow Joins Littler in Washington, D.C.**

*Littler Press Release*

June 28, 2023

## Speaking Engagements

**A Labor of Love: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

February 10, 2022

**Transportation and Logistics Roundtable**

June 23, 2021