

Thomas E. Obenberger

Partner

Overview

Tom advises Fortune 500 and other national corporations on all aspects of labor, employment and discrimination law.

Clients value his extensive, multistate experience spanning a range of industries, including manufacturing, service, chemicals, financial, retail, food, pharmaceuticals, and warehouse/distribution. Clients also turn to Tom for guidance on labor and employment matters arising out of major acquisitions, divestitures, and consolidation of operations.

Tom is well-versed in the following matters:

- Union organization and decertification campaigns
- Multistate collective bargaining, both issue and interest based
- Labor contract administration
- Policy review and creation
- Arbitration
- State, federal and administrative litigation
- State and federal appellate procedures
- Alternative dispute resolution procedures
- Employment contracts

Tom has served as the Firm's Managing Partner, a member of its Management Committee, and as Chair of its Labor and Employment practice group.

Experience

Recent highlights of Tom's practice include:

- Achieved concessionary, multiyear labor agreements through collective bargaining for large manufacturing chemical and retail employers
- Negotiated consolidation and closing of distribution centers through collective bargaining and defended against related National Labor Relations Board (NLRB) charges on behalf of multistate retail, pharmaceutical and food service industry employers



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Practices

Employment Policies, Practices &
Audits

Labor & Employment Relations

Labor-Management Relations

- Represented retail, pharmaceutical and warehouse distribution employers in successful decertification proceedings involving multi-state bargaining units, and defended against related NLRB charges
- Assisted employers through interest based (win-win) collective bargaining to achieve operational cultural change, resulting in enhanced employer/employee cooperation and industry competitiveness

Honors & Recognitions

- *The Best Lawyers in America*®, Employment Law – Management and Labor Law – Management, 2007-present
- "Leading Lawyers" list, Milwaukee's *M Magazine*, 2015-2018

Professional Activities

- Member, American Bar Association, Employment Law Section
- Member, State Bar of Wisconsin, Employment Law Section

Education

- Marquette University Law School, Juris Doctor (J.D.), ; Editor, *Marquette Law Review*
- Marquette University, Bachelor of Arts (A.B.),

Admissions

- Wisconsin
- United States Court of Appeals, Seventh Circuit
- United States Court of Appeals, Sixth Circuit
- United States District Court, Eastern District of Wisconsin
- United States Court of Appeals, Western District of Wisconsin

Community Involvement

- President and Director, Chenequa Country Club
- Past Director, United Performing Arts Fund
- Past Commodore (President) and Director, Milwaukee Yacht Club
- Past President, Bel Canto Chorus
- Past President and Director, Milwaukee Art Museum Contemporary Art Society
- Secretary and Director, Indian Ridge Country Club



Related News

PUBLICATION

June 24, 2020

Rejection of Collective Bargaining Agreements as Part of COVID-19 Related Chapter 11 Reorganization

PUBLICATION

June 18, 2020

OSHA FAQs Generally Add to the Confusion but Clarify a Few Key Issues – For Now

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August 15, 2019

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