

THOMAS E. GREEN

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Tom Green is a Shareholder with Kastner Westman & Wilkins, which is an affiliate of FordHarrison LLP.

Prior to entering law school, much like his parents and grandparents before him, Tom spent several years of his adult life engaged in blue collar work. The contrast between that experience and his current practice of labor and employment law allows Tom to see workplace situations from a variety of perspectives. The balanced, practical counsel he offers on a day-to-day basis, however, favors only one perspective – management's.

Tom works with the full range of employers – private, public, non-profit, big, small and in between. Much of Tom's professional time is dedicated to providing advice to employers to avoid legal problems before they start. This is also the part of Tom's working life that he enjoys most. This counsel is in a multitude of areas such as wage/hour law, employee discipline and discharge, disability and family and medical leave management, and collective bargaining agreement and employment policy administration. But Tom doesn't spend all of his time answering client e-mails and talking through difficult workplace jams.

Tom also works with employers to defend employment-related actions throughout Ohio and the U.S., both in court, before the EEOC and state and local fair employment practices agencies, and in nearly every other type of administrative forum that exists. "Defending" an action, however, does not always equate with "bet the company" litigation. When retained on a new matter, Tom counsels management as to its defense options. Sometimes – but not always – a quick resolution of a matter makes good business sense. If not, Tom has the expertise and experience to guide clients through the legal process particular to each forum.

In addition, Tom assists unionized employers with developing and executing sound labor relations practices, both at the bargaining table and behind the scenes. When grievances arise, Tom assists clients with their response, and if need be, with representation at arbitration hearings.

A few years ago, Tom completed a peer review and examination

EDUCATION

- » Cleveland-Marshall College of Law (J.D., *magna cum laude*, 2002)
- » Youngstown State University (B.S., Education, 1993)

BAR ADMISSIONS

- » Ohio

COURT ADMISSIONS

- » U.S. District Court for the Southern District of Ohio
- » U.S. District Court for the Northern District of Ohio
- » U.S. Court of Appeals for the Sixth Circuit
- » Supreme Court of Ohio

process in order to be certified by the Ohio State Bar Association as a Specialist in Labor and Employment Law. He is one of roughly 150 lawyers in the State of Ohio who have achieved this designation. Since becoming a specialist, Tom has fulfilled additional continuing legal education requirements in order to maintain his status as a Specialist in Labor and Employment Law.

For more information, please visit www.kwwlaborlaw.com.

Offices

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