

Timothy C. McCarthy

PARTNER



A management-side labor and employment lawyer, Tim has developed a practice representing public and private sector clients in a wide variety of labor relations and employment matters. Tim is admitted to the United States Supreme Court, where he has successfully represented employers, as well as in the United States Court of Appeals for the Sixth Circuit. He has effectively negotiated labor agreements and educated the union on alignment and mutual interests to be pursued with employers. Tim also regularly advises employers on a host of discrimination matters involving federal and state laws, the Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Fair Labor Standards Act (FLSA), compliance, and sexual harassment.

In addition to his labor and employment practice, Tim represents a wide variety of government clients, including universities and school districts. He advises on the full range of public law issues, including Florida's "Sunshine Laws," faculty tenure and renewal issues, student privacy and discipline matters, and special education requirements. His practice also extends to handling matters related to:

- Organizational campaigns and elections
- Contract negotiations

SERVICE LINE

Corporate, Tax and
Transactions
Labor and Employment
Public Policy and Government
Affairs

INDUSTRY SECTOR

Financial Institutions &

- Grievances and arbitration
- Litigation before the National Labor Relations Board (NLRB), the State Employment Relations Board, and state and federal courts.

BAR & COURT ADMISSIONS

Ohio, 1979

United States Supreme Court

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Toledo Bar Association
- Ohio State Bar Association
- American Bar Association
- Toledo Bar Association Labor Law Committee, past Secretary
- Ohio Council of School Board Attorneys
- Former Mayor and City Council President of Perrysburg, Ohio and current City Council Member

HONORS

- *Best Lawyers in America*, 1995 – 2016, 2018 – 2024
- Best Lawyers “Toledo Labor Law – Management Lawyer of the Year,” 2012
- *Toledo Business Journal’s* “Who’s Who in Toledo Area Law”
- Ohio Super Lawyer by *Super Lawyers* magazine, 2004, 2008 – 2011
- AV® Peer Review Rated by Martindale-Hubbell

Insurance
Health Care
Hospitality, Leisure, & Sports
Manufacturing
Public Sector
Real Estate, Construction, & Development

PRIMARY LOCATION

Toledo, OH

EDUCATION

J.D., with honors, Order of the Coif, Ohio State University College of Law, 1979

B.A., *summa cum laude*, Ohio State University, 1976