

**T**homas J. Posey, 39, is the attorney you want on your side if your company is in the midst of a labor or employment dispute. As a partner at Franczek Radelet, he has represented employers in a nearly exhaustive breadth of labor and employment matters ranging from collective bargaining to jury trials. Whether in the courtroom, before an arbitrator or at the bargaining table, his peers and clients agree; Posey is someone they want working for them when issues arise between an employer and an employee.

For example, one nominator, who has worked on employment litigation matters with Posey since 2009, remarked on the powerful asset Posey's oral advocacy skills prove to be in the courtroom. "Tom's command of the facts and arguments in his cases is unequalled. I first became aware of Tom's ability when he was an associate and was so impressed that I decided Tom should give the closing argument in a jury trial where plaintiff's counsel was seeking \$6 million in damages. I believe Tom's closing argument was instrumental in denying the plaintiff a verdict in his favor," the nominator said.

Attorney William Dunn of YRC Worldwide, who has worked closely with Posey for four years, says Posey has never let him down. "Tom has handled everything from unemployment cases, to labor arbitrations, to employment litigation for us, and has done a great job positioning cases for a favorable resolution. I've never been disappointed in the results of the cases he's handled," said Dunn. "Tom works hard to understand the company's goals at the onset of the project and then almost always achieves or exceeds those goals. And he does so efficiently and promptly."

Dean Konick, another client, is Director of Labor Relations at Dominick's Finer Foods, and has worked with Posey on various labor relations issues since 2006. Through a combination of arbitration victories and favorable settlements, Posey has achieved positive results for Konick and Dominick's in all the cases he took on. "Tom's extensive preparation in all the matters he has defended us in played a large role in reaching successful outcomes in those disputes," said Konick.

While Posey's knowledge of labor and employment issues is impressive, his ability to relate to people on all levels sets him apart, Konick says, "He also has a very personable style that allows him to put witnesses at ease, which has helped him to thoroughly prepare employees at all different levels of our management and staff hierarchy to give testimony in arbitration hearings. He is able to use his interpersonal skills and sense of humor to make the arbitration process seem less formidable to witnesses (many of whom are experiencing that process for the first time), while still maintaining a very professional and focused approach."

Posey is able to read both opposing counsel and clients well and as a result is able to quickly determine how best to proceed in defending his clients in a wide range of very diverse representations, and he is uniquely skilled at using his sense of humor to diffuse tense situations. His confidence and straightforward approach have helped him to build clients' trust and to obtain consistently positive results in representing them.

Kyle Johansen, Director of Corporate Labor Relations for Harley-Davidson, has known Posey for over seven years. Johansen sums up Posey best: "He has the unique ability to quickly develop relationships based on trust with clients, opposing counsel and union leaders. He has a skillful way of passing on his knowledge in a variety of capacities in a manner which is easily understood, without being condescending to his audience. This is a very rare quality in an attorney and is a testament to Tom's down-to-earth approach," said Johansen. "He has the unique ability to seamlessly transition from the courtroom to the bargaining table. He has a sharp mind and approaches situations with a common sense practicality, which serves him and his clients well."

In addition to his thriving practice, Posey is active in civic matters in the Beverly neighborhood where he and his wife (who is also an attorney) are raising their two young daughters.



## THOMAS J. POSEY

age

39

law school

ITT Chicago-Kent College of Law

area of practice

Labor & Employment

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**A very personable style that allows him to put witnesses at ease.**

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