



R. Nelson Williams

Partner

St. Louis
314 552 6505 direct
314 552 7000 fax
rwilliams@thompsoncoburn.com

PRACTICES

- Employment Litigation
- HR Counseling
- Class Action

EDUCATION

- Washington University in St. Louis, J.D., 2010, Environmental Moot Court Best Oral Argument Winner, 2010
- Duke University, B.A., Cultural Anthropology, 2007, B.A., Spanish, 2007, William J. Griffith University Service Award

ADMISSIONS

- Illinois
- Missouri
- Illinois USDC, Central District
- Illinois USDC, Southern District
- Missouri USDC, Eastern District
- Missouri USDC, Western District
- US Ct Appeals, 7th Circuit (IL, IN, WI)

AFFILIATIONS

- American Bar Association, Vice-Chair of the ABA Young Lawyers Division Labor & Employment Law Committee, 2015-Present

EMPLOYMENT

- Thompson Coburn
Partner, 2019-Present
Associate, 2011-2018
Summer Associate, 2008-2009

Nelson represents employers in various aspects of employment law and litigation. His work for clients covers several industries, including telecommunications, software development, banking, and agriculture.

Nelson has developed a special focus on defending class and conditional certification actions under the FLSA. In multiple jurisdictions, he has handled class litigation for both large and small companies. His work has resulted in the dismissal of class claims as well as the denial and decertification of wage and hour class and collective actions, including claims filed in California courts. In 2013, Nelson contributed to a major victory for a global computer software company when it obtained decertification of a collective action under the FLSA, and concurrently defeated the plaintiffs' motion for Rule 23 class certification.

He has successfully represented employers in matters involving the ADEA, ADA, FMLA, and Title VII. In each matter, Nelson takes an aggressive but thoughtful approach to employment litigation. He enjoys researching the specific needs of a client and developing a tailored litigation strategy that aligns with a client's goals and helps them achieve the best possible outcome.

Nelson has also helped employers defeat union wrongful discharge grievances in arbitration. His experience includes defending clients in arbitrations across the country, including claims brought by long-term employees.

As a member of Thompson Coburn's Diversity Committee and other diversity initiatives, Nelson actively promotes diversity in the legal and business community, and frequently mentors diverse law students.

Experience

- ***Santiago v. Amdocs, Inc.*, 2013 WL 5444324 (N.D. Cal. Sept. 30, 2013)**
Obtained decertification of FLSA class and denial of Rule 23 certification.
- ***Rowe v. U.S. Bank Nat'l Assoc.* (C.D. Ill. 2013)**
Obtained summary judgment in FMLA and ADA matter.

COMMUNITY

- Forward Through Ferguson, Board of Directors, 2017-Present
- Big Brothers and Sisters of Eastern Missouri
- National Multiple Sclerosis Society Corporate Achievers, 2015
- Shearwater Education Foundation, Board of Directors, 2010-2013
- Duke University Center for Race Relations Alumni Association, President, 2010-2011

- ***Bedwell v. Amdocs, Inc.*, 2014 WL 3670550 (N.D. Cal. July 23, 2014)**
Severed claims of prior opt-ins from Santiago who jointly filed a new lawsuit after the collective action in Santiago was decertified.

Recognitions

- St. Louis Business Journal 30 Under 30, 2015
 - Nelson was selected out of over 450 submissions, in recognition for his work at Thompson Coburn and as a leader in the St. Louis community.
- National Black Lawyers Top 40 Under 40, 2015
 - Nelson was chosen as one out of 40 lawyers in the state of Missouri to receive this award, in recognition for his career achievements and reputation among peers.
- Lawyers of Color Inaugural Hot List (by Lawyers of Color), 2013
 - Recognizing minority attorneys excelling in their careers.

Presentations

- "FLSA Freefall: An In-Depth Look at the Latest in Wage & Hour Law"; Thompson Coburn HR Seminar, March 2015
- "Scouting Report: Employment Trends and Issues"; Thompson Coburn HR Seminar, March 2014
- "Back Off: Bullying in the Workplace"; TCLE Webinar, November 2013