



Cliff Godiner
Partner
Thompson Coburn, LLP

Cliff is a nationally recognized labor and employment attorney who advises executives and HR leaders on all aspects of employment litigation and labor disputes.

He has carved out a special niche in the area of the Railway Labor Act and is one of a limited number of practitioners nationwide who represent carriers in labor disputes under that law.

As the co-chair of Thompson Coburn's Human Resource practice, Cliff has 30 years of experience advising employers and representing them in state and federal courts across the country. He helps employers respond to claims involving discrimination, wage and hour violations, wrongful discharge, and non-compete actions, and has defeated numerous class actions through decertification or summary judgment. Cliff strives to provide the best possible value in each matter and determine early in the litigation process the most effective course of action, be it a compelling trial strategy or the early resolution of claims by settlement.

Cliff represents employers under the National Labor Relations Act, including the handling of unfair labor practice charges, grievance arbitrations, and related litigation. He has stepped in during strikes and contentious union disputes, providing clear, thoughtful guidance during high-stakes conflicts between labor and management. In one case, he secured a rare court-ordered payment from a union for damages caused by a violent union protest. Cliff also assists employers during union election campaigns, providing a unique approach that helps employers identify and address the key issues behind union organization activities.

Cliff's Railway Labor Act practice focuses on preventing unlawful strikes and handling lawsuit seeking to overturn arbitration decisions. In one case, Cliff successfully overturned an award that would have provided over \$10 million in relief to a class of claimants. Cliff also successfully arbitrated the first case in which a rail union was ordered to pay damages to a carrier for breach of the collective bargaining agreement.