



R. NELSON WILLIAMS

Partner

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BIOGRAPHY

R. Nelson Williams is a partner in the firm's Employment & Labor Practice Group. He is a highly experienced attorney who represents employers in a broad range of employment law and litigation matters. Nelson's client work spans several industries, including telecommunications, software, development, banking, and agriculture.

Nelson has defended numerous class and collective action matters under the FLSA and state law, including class litigation for both small and multinational companies, resulting in significant wins for his clients. One of his most notable victories resulted in the denial of Rule 23 class certification and the concurrent FLSA decertification of a collective action in a California wage and hour matter. Since that time, he has continued to add multiple class wins to his roster.

Nelson 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. Over the last several years, Nelson maintained an active docket that culminated with over 100 cases.

Nelson also has rare experience in litigating union grievances, having defended several employers across the United States in wrongful discharge and contract interpretation grievances.

Prior to joining BCLP, Nelson was a partner at Thompson Coburn LLP in St. Louis where he served as vice-chair of the Labor and Employment Practice Group and chair of the African-American Affinity Group. He is an active champion of diversity in the legal and business community, frequently mentoring diverse law students. Nelson also serves as chair of Momentum Advisory Collective, an organization that provides full wraparound care, education, and employment for justice-involved youth.

ADMISSIONS

- Illinois, 2011
- Missouri, 2010

EDUCATION

- Washington University in St. Louis, J.D., 2010
- Duke University, B.A., 2007

RELATED PRACTICE AREAS

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- Employment Class & Collective Actions

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