



## Practice Areas

Corporate and Business Organizations  
Labor and Employment Litigation

## Industries

Manufacturing  
Retail

## Education

The Ohio State University Michael E. Moritz College of Law, J.D., 1969  
John Carroll University, A.B., 1966

## Thomas M. Tarpay

Partner | Columbus Office

**Columbus** 614.464.6209 | **Fax** 614.719.4995

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Mr. Tarpay is a partner in the Vorys Columbus office and the senior partner of the labor and employment group. His practice involves a full range of labor and employment matters in which he both counsels and represents clients in state and federal courts and before the National Labor Relations Board (NLRB), the Equal Employment Opportunity Commission (EEOC), and the U.S. Department of Labor. In addition, Mr. Tarpay serves as general counsel for a group of large multi-employer benefit plans which involves him in ERISA counseling and litigation. He also has a general business practice advising clients on acquisition and disposition of businesses, vendor and customer agreements, and key employee contracts.

### Career highlights include:

- Serving as chief spokesman in numerous labor contract negotiations
- Serving as lead counsel in numerous NLRB elections and unfair labor practice proceedings
- Defending dozens of employment lawsuits
- Leading negotiations for the \$500 million sale of a major corporation
- Successfully defending an automotive manufacturing company in a unit question case resulting in the defeat of the auto workers' unions only formal organizing drive

Mr. Tarpay is a member of the American Bar Association, the Ohio State Bar Association, and the Columbus Bar Association.

Mr. Tarpay has been the lead presenter at more than 40 seminar programs over 25 years, speaking on topics which included employment-at-will, National Labor Relations Act issues, wage and hour matters, investigation and litigation of employment discrimination questions, and investigation and compliance with the regulations of the U.S. Department of Labor's Office of Federal

## Thomas M. Tarpay

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Contract Compliance Programs.

Mr. Tarpay received his J.D. from The Ohio State University Michael E. Moritz College of Law and his A.B. from John Carroll University.

### Publications

*Manual For Developing and Writing Employment Policies and Company Handbooks*, 1991 (Ohio Manufacturers' Association)

*Labor and Employment Alert: Ohio Supreme Court Rules That Pregnant Employees Not Entitled To More Lenient Leave Policies*

*Client Alert: If passed, EFCA would Represent the Most Significant Labor Law Legislation in More than a Generation*

### Professional and Community Activities

Scioto Country Club, President, 2001-2005

City of Columbus Graphics Commission, Chairman, 1979-1982

Columbus Bar Association Legal Education Committee, Chairman, 1976-1980

### Honors and Awards

*The Best Lawyers in America*, Labor and Employment Law, 2006-2011

*The Best Lawyers in America*, Employment Law - Management, 2012

*The Best Lawyers in America*, Labor Law - Management, 2012

*Ohio Super Lawyers*, Employment and Labor, 2004-2012

Ohio Management Lawyers Association, Charter Member, 2003-present

*Columbus CEO*, Top Lawyers in Columbus, 2010-2012

Fellow of The College of Labor and Employment Lawyers since 2000

Fellow of the Columbus Bar Foundation since 1991

### Events

ERA Employment Law Update and Review

## Thomas M. Tarpay (Continued)

### Bar and Court Admissions

Ohio

U.S. Supreme Court

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Northern District of Ohio

U.S. District Court for the Southern District of Ohio