



R. NELSON WILLIAMS

Partner

Kansas City

816.842.8770

816.842.8767

Service Focus

- Class and Collective Actions
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour

OVERVIEW

Nelson Williams defends employers nationwide in high-stakes employment litigation, with a particular focus on discrimination lawsuits covering the spectrum of employment law, as well as wage and hour class and collective actions under the FLSA and state law. Clients rely on Nelson for litigation strategies that are practical, business-aligned, and designed to reduce exposure in complex disputes.

Nelson has secured decertification of collective actions, denial of class certification, voluntary dismissals, and other favorable outcomes, including matters resolved with no payment by the client. No matter the size or scope of the case, whether single or multi-plaintiff, Nelson recognizes that each lawsuit is different, and that litigation must be specifically tailored to each case and each client. There is no “cookie-cutter” approach to his practice.

Nelson's experience spans a broad range of industries, including telecommunications, software, banking, development, agriculture, and manufacturing. Nelson has managed more than 100 employment litigation matters for clients ranging from small businesses to global manufacturers, giving him the perspective to align litigation strategy to each employer's risk profile, operational needs, and business objectives.

Before joining Fisher Phillips, Nelson was a partner in the St. Louis office of an Am Law 100 global firm. He previously served as partner and vice-chair of the labor and employment practice at a regional full-service firm, where he also led affinity group and diversity initiatives. He remains active in mentorship and community leadership.

Credentials

Education

- Washington University School of Law, 2010
- Duke University, B.A., 2007

Admissions

- Missouri
- Illinois

Court Admissions

- U.S. District Court for the Eastern District of Missouri
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the District of Colorado
- U.S. District Court for the Southern District of Alabama

Languages

- Spanish

Recognitions

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- *St. Louis Business Journal* "30 Under 30" (Class of 2015)
- National Black Lawyers "40 Under 40" (Class of 2015)

INSIGHTS

News

Jul 13, 2026

Fisher Phillips Welcomes R. Nelson Williams in St. Louis