



Paul Henry Tobias

January 5, 1930 - March 22, 2021

March 22, 2021 - Paul Henry “Pete” Tobias peacefully passed away due to complications from Alzheimer’s, his beloved wife, Phyllis, by his side.

Pete was born in Cincinnati, OH on January 5, 1930 to Charles Henry Tobias and Charlotte Westheimer Tobias. He was a man who had a lust for life, who never met a stranger, and was always curious about new places, new people and new adventures. There were so many people who say that through his kind words and deeds, he made a difference in their lives. Pete grew up in the tight-knit North Avondale neighborhood of Cincinnati, Ohio where he formed lifelong friendships. He looked up to his older brothers, Charles “C-ash” and John “Skip”, both of whom predecease him. He was a graduate of Walnut Hills High School, class of 1947, an avid member of the Chatterbox newspaper and on the swim and tennis teams.

Pete attended Harvard College, graduating Phi Beta Kappa in 1951, member of Varsity Tennis and Swimming. After college, he joined the Central Intelligence Agency, served in the US Army as a Lieutenant. After his service, he began his journey with the law at Harvard Law School (LLB 1958). He specialized in labor and employment law for more than 50 years, primarily advising and litigating for individuals including wrongful dismissal and discrimination cases. Pete and Marvin Kraus, a childhood friend and Harvard classmate, founded the law firm of Tobias & Kraus in 1976. The firm

continues on to this day as Tobias, Torchia & Simon. He was the author of ten published articles in the field of labor and employment law, and has made over 150 presentations to Bar Associations and other groups concerning employee rights.

In 1985, Pete founded the National Employment Lawyers Association (NELA) (Advocates for Employee Rights) and served as its first Executive Director, Chairman and Editor of the newsletter *The Employee Advocate*. He was Co-Founder and was Chair of Workplace Fairness (formerly National Employee Rights Institute). He was the author of a three volume work: *Litigating Wrongful Discharge Claims* (Callaghan/West 1987) and co-author of *Job Rights and Survival Strategies - A Handbook for Terminated Employees* (Workplace Fairness 1997). He was executive producer for *Workplace Fairness of Federal Employees Legal Survival Guide* (Authors Passman & Kaplan law firm)(1999). He was Editor-in-Chief of *Workplace Fairness' Employee Rights Quarterly* (Aspen Publishers July 2000 first issue).

In times of leisure, Pete pursued his passions of tennis, swimming and skiing well into his 80s. As a young man he developed his other lifelong passion of worldwide travel leading a group of students in the UK on the *Experiment in International Living*. He continued this by organizing and leading groups of NELA lawyers on cultural explorations of foreign legal systems in far-flung destinations such as China, South Africa, Argentina and numerous European countries. After a wonderful career of more than 50 years of practicing law, Pete retired in 2018 and he and Phyllis moved to Idaho Falls to be with family. He is survived by Phyllis as well as his daughter, Eliza Tobias Sharp (Matthew), his step-daughters Sarah Vlach (Mark Holbrook) and Susan Wilson, and his grandchildren, Helen and Constance Sharp, Hans and Hannah Holbrook and Sam Wilson. His family brought him untold happiness through the years, including his many nieces and nephews who mourn his loss as well.

Services will be held at 4:30, April 8 at Wise Temple, 8329 Ridge Road, Cincinnati, OH. In lieu of flowers contributions in Pete's memory can be made to National Employment Lawyers Association (NELA), <https://www.nela.org>; or Wise Temple, <https://www.wisetemple.org> or the charity of their choice.

Previous Events

Service

APR 8. 4:30 PM (ET)

Wise Temple
8329 Ridge Road
Cincinnati, OH 45236

Tribute Wall

MG

“ Paul/Pete was a partner in the first firm I joined after law school. He took me under his wing and became one of my mentor and lifelong friends. At one point I was his second chair in a complex jury trial that was held in Federal court in Cleveland. He was a champion for the rights of his employee clients, and became one of the most knowledgeable and respected employment attorneys in the nation. Every moment I spent with him was enjoyable. I lost contact with him when I moved up north in 1997, but on the few times we conversed, it brought back all of our cherished memories. He was truly a fine man.

Mitch Goldberg

Mitch Goldberg - March 28, 2021 at 03:57 PM

SH

“ Hail fellow, well met. Text book example of a real gentleman.

Stuart Hodesh
3/26/21

Stuart Hodesh - March 26, 2021 at 11:29 AM

JM

“ There was no better older brother to me like Pete (except my own Ted and Steve). I will truly miss him. What a wonderful human being.

John Mack

John Mack - March 25, 2021 at 05:17 PM