



**MEET THOMAS**

Thomas concentrates his practice in labor and management relations, employment discrimination and employee contracts.

**EXPERIENCE**

Thomas has extensive experience in equal employment opportunity cases before state and federal agencies, employment discrimination litigation, and unfair labor practice proceedings before the National Labor Relations Board.

**NEWS & INSIGHTS**

**Circuit Court Is Asked To Overturn NLRB’s Decision Allowing Surreptitious Workplace Recordings**

March 02, 2017 by Thomas T. Hearn

**NLRB Sets Aside Union Election on Technical Violation of Quickie Election Rule**

December 29, 2016 by Thomas T. Hearn

**US DOL AND PA DOL PARTNER TO PREVENT EMPLOYEE MISCLASSIFICATION**

September 14, 2016 by Thomas T. Hearn

**Christmas in July: The NLRB Delivers Another Gift to Help Unions Organize Employees**

July 13, 2016 by Thomas T. Hearn

**NLRB’s General Counsel Makes Dramatic Move to Protect Unions from Being Ousted, Even by Employees**

June 08, 2016 by Thomas T. Hearn

**Spring Cleaning – Check Your Background Disclosure Form For FCRA Violations**

March 23, 2016 by Thomas T. Hearn

**ACTIVITIES & HONORS**

Thomas is named as a 2010 Pennsylvania’s “Rising Stars” as listed in both the *Philadelphia* magazine

(June 2010) and the Thomson Reuters, Legal magazine, “*Pennsylvania Super Lawyers®*” (June 2010 edition). Rising Stars are chosen by their peers and through the independent research of Thomson Reuters, Legal as being among the top-up-and-coming lawyers in the Commonwealth. Only 2.5 percent of Pennsylvania attorneys receive this honor each year. Thomas previously received this honor in years 2006 and 2008.

Thomas is the co-author of Flat-Rate Fees Paid to Sales Associates Are “Commissions” Sufficient To Be Exempt From Fair Labor Standards Act’s Overtime Pay Requirements” (*Wage and Hour Institute*, 2010); “Avoiding ADA Lawsuits and Keeping Workers Safe,” *Construction Executive*, April 2006; and “Terminate a Disabled Employee under the Direct Threat Exception of the ADA,” *Mid-Atlantic Builder*, May/June 2006.

### Awards Won\*



\*[Click here](#) for a description of the standard or methodology on which the awards and honors are based. No aspect of this advertisement is approved by the Supreme Court of New Jersey.

### EDUCATION

- Widener University Delaware Law School, JD
- University of Delaware, BA

### ADMISSIONS

- Pennsylvania Supreme Court
- New Jersey Supreme Court
- United States District Courts for the District of New Jersey
- United States District Courts for the District of Connecticut
- United States District Courts for the District of Southern District of Illinois

### CAPABILITIES

#### Litigation

Construction Litigation

Labor Arbitration

Traditional Labor Relations & Collective Bargaining

Wage & Hour

#### Labor & Employment