



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

**Parting Shots—President Bidens’s NLRB Again Overturns Bedrock Labor Law Principles**

December 23, 2024 by Michael S. Pepperman, Thomas T. Hearn, Aimee E. Schneckner

**Double Trouble: The FTC and DOL Team Up to Ban Non-Competes and Crackdown on Overtime Nationwide**

April 24, 2024 by Michael S. Pepperman, Matthew A. Green, Thomas T. Hearn, Melissa K. Atkins, Ivo J. Becica, Charles L. Shute Jr.

**Resurrected NLRB “Quickie” Election Rule to Take Effect December 26, 2023**

December 21, 2023 by Michael S. Pepperman, Thomas T. Hearn, Aimee E. Schneckner

**Landmark NLRB Decision Significantly Alters Labor Relations Landscape by Promoting Mandatory Union Recognition Over Traditional Secret Ballot Elections**

August 28, 2023 by Michael S. Pepperman, Thomas T. Hearn

**Handbooks Under Scrutiny: The NLRB Makes Things Harder for Employers (Again)**

August 08, 2023 by Michael S. Pepperman, Thomas T. Hearn, Ivo J. Becica, Charles L. Shute Jr.

**The National Labor Relations Board Cracks Down on Confidentiality and Non-Disparagement Language in Severance Agreements**

March 01, 2023

**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

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CAPABILITIES

**Litigation**

Construction Litigation

**Labor & Employment**

Counseling, Compliance & Training

Labor Arbitration

Traditional Labor Relations & Collective  
Bargaining

Wage & Hour