



## Thomas G. Eron

### Member

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### Profile

**Thomas is exclusively represents private and public sector management in labor relations, employment law and immigration matters.**

For more than 25 years, Thomas' national practice has included defense of employment discrimination claims before the EEOC, State Human Rights agencies and in state and federal courts, and the representation of employers in collective bargaining negotiations, strikes and picketing disputes, labor arbitrations, NLRB unfair labor practice and election proceedings, 10(j) injunction actions, labor audits, workplace investigations and employee/independent contractor disputes. He counsels public sector clients on Civil Service Law matters, and represents municipalities and school districts in labor matters, including improper practice proceedings, mediation, fact finding and interest arbitration under New York's Taylor Law.

Thomas supports his clients with employment law counseling, training, handbook and policy development and litigation avoidance strategies in partnership with their human resource managers, executives and general counsel. He also advises employers on harassment issues, disability law and FMLA compliance.

Thomas represents employers that participate in multi-employer benefit pension plans throughout the United States including: (i) defense of delinquent contribution actions under ERISA; (ii) MPPAA withdrawal liability disputes and arbitrations; and (iii) counseling on merger and acquisition issues involving MPPAA withdrawal liability and 4204 asset sales.

Thomas also represents management in the employment and retention of foreign national employees. His immigration law practice focuses on employment-based applications and petitions (particularly non-immigrant work visas and permanent residency), and related labor condition and certification applications for employers with foreign national employees working in the United States. Thomas counsels human resource managers on employment authorization, E-Verify, I-9 compliance issues and Social Security no-match investigations. He represents employers facing audits and enforcement actions by the U.S. Citizenship and Immigration Services, U.S. Immigration and Customs Enforcement (ICE), the Department of Labor and the Department of Justice.

### Honors & Affiliations

- Listed in:

### Education

- University of Chicago Law School (J.D. 1987)
- Cornell University School of Industrial and Labor Relations (B.S. 1982)

### Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the District of Columbia
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

### Practices

- School Law
- Higher Education
- Labor and Employment
- Immigration
- Health Care
- Employee Benefits and Executive Compensation
- Class and Collective Action Litigation
- Manufacturing

- *The Best Lawyers in America*®, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2003-2025 (listed for more than 20 years)
  - Lawyer of the Year (Syracuse), Education Law, 2022, 2023
  - Lawyer of the Year (Syracuse), Employment Law - Management, 2020
- *New York Super Lawyers*®, Employment and Labor, 2024 (listed for more than 10 years)
- *Martindale-Hubbell*®, AV Preeminent Rated
- American Bar Association
- New York State Bar Association, Labor and Employment Law Section; Labor Committee on Pension, Welfare, and Related Plans
- Onondaga County Bar Association
- American Immigration Lawyers Association
- Society for Human Resource Management
- Order of the Coif

## Representative Presentations

- The NLRB General Counsel's Aggressive Agenda, May 2024
- Implications of the NLRB's Tesla Decision, December 2023
- Biden's NLRB Reshaping the Labor Relations Landscape, September 2023
- NY Employers Face Expanded Liability for Negligent Supervision, August 2023
- 2022 NYS Significant Legislative Developments, January 2023
- Conducting Workplace Investigations, November 2022
- Managing Through the Current Labor Staffing Shortage, Fall 2021
- Pay Equity: Legal & Practical Considerations for Employers, Fall 2019
- Marijuana Legalization: Impacts on the Workplace, October 2018
- Preventing Workplace Bullying and Violence, March 2013

## Representative Publications

- "The Risks Presented by Employment Retaliation Claims Require Employers' Focused Attention," *Law360*, October 12, 2023
- "The Employment Impacts of Marijuana Legalization in New York," *Inside: A Publication of the Corporate Counsel Section of the New York State Bar Association*, 2021 | Vol. 39 | No. 2
- Co-Author, *2019 Chambers USA Regional Employment Guide*, New York Chapter
- "Pension Fund Rescue Plans Pose Employer Predicaments," *Law360*, September 7, 2016
- Quoted in "Union pension fund plans 30 percent cut to retiree benefits," *Albany Business Review*, August 19, 2016
- "Monday Morning Quarterback: 4 Lessons from Deflategate," *Law360*, September 14, 2015
- "Employment Law in New York," *Syracuse Law Review*, 2003, 2004, 2005, 2006

- Contributing Author, *Corporate Counseling*

### **Other Activities**

- Adjunct Professor, Syracuse University College of Law
- President, Huntington Family Centers, Inc., 1998-2002