



Thomas G. Eron

Member

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Profile

Thomas represents management in the employment and retention of foreign national employees. His immigration 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 and I-9 compliance issues and investigations. He represents employers facing audits and enforcement actions by the U.S. Immigration and Customs Enforcement (ICE) and the Department of Justice.

Honors & Affiliations

- Listed in:
 - *The Best Lawyers in America*®, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2003-2024 (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, 2023 (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

- Preventing Workplace Bullying and Violence, March 2013

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. 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

- Your Employee Said WHAT on Facebook? - Next Steps for Managing Employee Social Media Use, May 2012
- Untangling the Complex Web of Employee Misclassification Issues, October 2011
- Addressing Retiree Health and Other Legal Obligations Under GASB 45, NYS Association of Counties, 2007
- E-Verify and Other Concerns for Campus Employment Attorneys: Immigration in the Land of ICE, NACUA, June 2009
- What Every Employer Should Know About Immigration Law, 2007
- Immigration 101: The Basics of Immigration Law, NDNY Federal Bar Association, 2006

Representative Publications

- "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
- "Employment Law in New York," *Syracuse Law Review*, 2003, 2004, 2005
- Contributing Author, *Corporate Counseling*

Other Activities

- Adjunct Professor, Syracuse University
- Board Member, ProLiteracy
- President, Huntington Family Centers, Inc., 1998-2002