



## Thomas G. Eron

### Member

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### Profile

**Thomas (Tom) Eron exclusively represents private and public sector employers in labor relations and employment law with a combination of extensive legal knowledge, business acumen and practical advice in partnership with their human resource managers, executives and general counsel to achieve their objectives and limit their legal risks.**

For more than 35 years, Tom's national practice has included the representation of employers in collective bargaining negotiations, mediations, strikes and picketing disputes, labor arbitrations, NLRB unfair labor practice and election proceedings, 10(j) injunction actions, defense of employment discrimination claims before the Equal Employment Opportunity Commission (EEOC), State Human Rights agencies and in state and federal courts. Tom supports his clients with employment law counseling, training, handbook and policy development and litigation avoidance strategies.

Tom also represents municipalities, public authorities and other NY public entities in labor matters, including collective bargaining, mediation, fact finding and improper practice proceedings under New York's Taylor Law. He counsels these clients on Civil Service Law matters.

Supporting his clients on the day-to-day employment issues they face, Tom advises employers on labor contract interpretation issues, harassment complaints, labor audits, independent contractor disputes, as well as disability law and FMLA compliance.

Tom 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.

Tom is currently co-chair of Bond's manufacturing practice group, adding his labor negotiations and employment counseling experience to Bond's comprehensive representation of its manufacturing clients across New York State.

He previously served as chair of Bond's Labor & Employment Department from 2017 to 2023. He is an adjunct professor of labor law at Syracuse University College of Law. He is also a regular presenter at Bond client educational programs including Bond's complimentary weekly webinar (Tuesdays at noon) on current legal developments.

### 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

## Honors & Affiliations

- Listed in:
  - *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