



## Thomas G. Eron

### Member

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### Profile

Thomas represents school districts in, and has lectured on, a wide variety of employment law matters including: tenure, seniority and excessing rights of teachers, §3020-a hearings, labor arbitrations, collective bargaining and civil rights compliance.

### 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

### 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

- 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