



## Thomas M. Lucas

Office Managing Principal  
Norfolk  
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### Industries

Government Contractors  
Healthcare  
Hospitality

### Education

Catholic University of America  
J.D., 1981  
School of Law

Cornell University School of  
Industrial and Labor Relations  
M.S., 1978

Hobart and William Smith  
Colleges  
B.A., 1970  
School of Economics

### Admitted to Practice

- U.S. Supreme Court, 1989
- 4th Circuit Court of Appeals, 1989
- 7th Circuit Court of Appeals, 2005
- DC - D.D.C., 1981
- Virginia - E.D. Va., 1987
- Virginia - W.D. Va., 1989
- District of Columbia, 1981
- Virginia, 1987

Thomas M. Lucas is Office Managing Principal of the Norfolk, Virginia, office of Jackson Lewis P.C.

Mr. Lucas represents management exclusively in the full range of employment and labor law matters, including employment discrimination litigation and traditional labor law. He has represented corporate clients, including clients in the maritime, ship repair, manufacturing, healthcare and service industries, throughout the Mid-Atlantic Region and nationally for more than 30 years. Prior to entering private practice, Mr. Lucas practiced with the National Labor Relations Board as a Trial Specialist and Deputy to the Assistant General Counsel.

An experienced trial attorney, Mr. Lucas is a member of the Firm's litigation, class action and complex litigation, disability management and traditional labor practice groups, and defends clients in litigation arising under Title VII, the Age Discrimination in Employment Act, ERISA, Family and Medical Leave Act, Americans with Disabilities Act, and in other employment-related statutes. He also represents clients before federal and state administrative and regulatory agencies, including the Equal Employment Opportunity Commission, Department of Labor (Wage & Hour, OFCCP, OSHA), National Labor Relations Board, the Department of Justice and ICE.

Mr. Lucas' counseling practice includes drafting employment policies, handbooks, employment and non-competition agreements, and advising clients on the difficult day-to-day issues arising in the workplace. He trains managers and supervisors in the law and practice of union avoidance, and he counsels and represents clients in organizational campaigns, collective bargaining and related litigation.

### Honors and Recognitions

- The College of Labor and Employment Law of the American Bar Association, Fellow (2009)
- *Virginia Business Magazine* "Legal Elite"



### Professional Associations and Activities

- American Bar Association
- Bar Association of the District of Columbia
- *The Developing Labor Law*, Contributing Editor
- Virginia Bar Association, Labor and Employment Section (Past Chair)
- Virginia Chamber of Commerce, Employment Law Committee

#### Pro Bono and Community Involvement

- Chesapeake Service Systems, non-profit set-aside contractor employing severely mentally disabled, Member and Former Chair, Board of Directors