



Tom Dowd

Special Counsel

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Focus Areas

Labor Management Relations
Discrimination and Harassment
Business Restructuring and M&A
Hiring, Performance Management and Termination
Leaves of Absence and Disability Accommodation

Overview

Tom Dowd represents a wide variety of employers in federal and state court and in administrative proceedings, and he provides counseling and litigation, including position statements and trial work in matters involving:

- Wrongful termination
- Employment discrimination
- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The Family and Medical Leave Act
- The National Labor Relations Act
- The Fair Labor Standards Act
- The Worker Adjustment and Retraining Notification Act
- The Maryland Fair Employment Practices Act

In his traditional labor practice, Tom represents clients in proceedings and unfair labor practice hearings before the National Labor Relations Board, litigates various matters in federal court, represents clients in arbitrations and mediations, and handles:

- Collective bargaining negotiations

- Business planning
- Elections
- Court injunction proceedings
- Unfair competition claims

Tom assists clients with strategic decision-making related to structuring business transactions and the issues that arise in successorship situations.

Tom often works with the following types of clients:

- Retail
- Financial services
- Grocery stores
- Health care employers
- Nursing homes
- Security providers
- Capital management
- Construction industry employers

Tom is a frequent lecturer on traditional labor issues and employment discrimination cases and speaks before civic and business groups. In addition to the Washington D. C. office, he has also practiced in Littler's Baltimore (1988-2002) and San Francisco offices. Tom worked on the staff of Robert Hunter, member of the National Labor Relations Board in the Washington, D.C. headquarters, before he joined Littler Mendelson.

Professional and Community Affiliations

- Member, Labor and Employment Section, District of Columbia Bar
- Member, Labor and Employment Section, Maryland State Bar Association
- Member, Labor and Employment Section, Pennsylvania Bar Association

Recognition

- Recipient, John F. Kennedy Labor Award, *Georgetown University Law Center*

Education

J.D., Georgetown University Law Center, 1984

A.B., University of Notre Dame, 1981

Bar Admissions

District of Columbia

Maryland

Pennsylvania

California

Publications & Press

Spruce Up Survives, But a Successor's First Communication to a Predecessor's Employees is More Critical Than Ever

Little Insight

September 9, 2016

Pick Up the Pace: New NLRB Regulations Force Employers to Respond More Quickly to Election Petitions

Little Insight

May 1, 2012

NLRB Decision Setting Aside Election Ups the Ante for Employers Maintaining Overbroad Employee Handbook Rules

Little Insight

April 8, 2011