



Thomas M. Lucas

Senior Counsel

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Practice Areas

Labor Management Relations
Discrimination and Harassment
Litigation and Trials
Arbitration
Wage and Hour
Class Action
Leave and Accommodation

Overview

Thomas M. Lucas represents clients in the full scope of labor and employment law. He has extensive experience in traditional labor law and employment discrimination litigation, frequently representing employers in matters arising under the National Labor Relations Act, Title VII of the Civil Rights Act of 1964, Age Discrimination in Employment Act, Americans with Disabilities Act, and Family and Medical Leave Act.

A former trial attorney and deputy to the assistant general counsel at the National Labor Relations Board (NLRB), Tom is an experienced litigator, and frequently represents clients before the National Labor Relations Board, Equal Opportunity Commission, and the Department of Labor, including OSHA and OFCCP.

In addition to his litigation practice, Tom counsels employers in a range of employment law issues, from drafting employee handbooks, policies and noncompete agreements to training management in traditional labor matters. Throughout his career, he has advised a wide range of corporate clients, including those in the manufacturing, government contracting, retail/service, maritime, ship repair and healthcare industries.

Professional and Community Affiliations

- Member, American Bar Association

- Member, Bar Association of the District of Columbia
- Member, Virginia Bar Association
- Contributing Editor, *The Developing Labor Law*
- Member, Virginia Chamber of Commerce, Employment Law Committee
- Past Chair, Virginia Bar Association, Labor and Employment Section
- Former Chair, Board of Directors, Chesapeake Service Systems

Recognition

- Named, AV Preeminent®, *Martindale-Hubbell*
- Named, Best Lawyers, *The Best Lawyers in America*, 1993-present
- Named, Super Lawyer, *Super Lawyers*, 2012-present
- Fellow, *The College of Labor and Employment Law of the American Bar Association*, 2009
- Named, Virginia Elite, *Virginia Business Magazine*

Education

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

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

B.A., Hobart and William Smith Colleges, 1970

Bar Admissions

Virginia

District of Columbia

Courts

U.S. Supreme Court

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. District Court, District of Columbia

U.S. District Court, Eastern District of Virginia

U.S. District Court, Western District of Virginia

Publications & Press

Thomas Lucas Joins Littler in Tysons Corner

Press Release

May 23, 2023

Events & Speaking Engagements

Navigating the New Labor Law Landscape

October 31, 2024

2024 Mid-Atlantic Regional Employer Conference

Washington, DC

June 21, 2024

A Winning Strategy for All Employers – Whether Union-Free or Organized

HR Virginia 2024 Annual Conference, Richmond, VA

April 22, 2024

A Winning Strategy for All Employers – Whether Union-Free or Organized

SHRM Legal Update, Richmond, VA

March 14, 2024

Make Another Sharp Left Turn: The Pro-Labor Shift Continues

Tysons Corner, VA

September 14, 2023