



## Thomas R. Revnew

Shareholder

1300 IDS Center  
80 South Eighth Street  
Minneapolis, MN 55402  
main: +1 (612) 630-1000  
direct: (612) 313-7622  
fax: +1 (612) 630-9626  
trevnew@littler.com



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## Practice Areas

Labor Management Relations  
Construction  
Discrimination and Harassment  
Occupational Safety and Health  
Drugs and Alcohol

## Overview

Thomas Revnew represents employers in connection with the full range of employment and labor law issues. He has successfully litigated a wide-variety of labor and employment law claims before state and federal courts and administrative agencies, including claims involving non-competition and confidentiality agreements, trade secrets, discrimination, harassment, retaliation, wrongful discharge, prevailing wages, wage disputes, workers compensation, OSHA, the National Labor Relations Act, and workers compensation. He frequently negotiates collective bargaining agreements on behalf of employers. He also has significant experience representing clients in arbitration proceedings arising out of both collective bargaining agreements and employment contracts.

Tom works with employers to avoid costly and time consuming litigation by providing counseling regarding hiring, discipline, discharge, reduction in force planning and programs, contract review and drafting, drug testing, privacy issues, OSHA compliance, the Americans with Disabilities Amendment Act, the Family and Medical Leave Act, personnel policies, employee handbooks and other employment matters.

Tom's main areas of practice include:

- Chief negotiator for employers at collective bargaining table
- Defense of unfair labor practice charges
- Defense of union grievances at arbitration proceedings

- Provide advice and counsel to employers during union organizing efforts
- Noncompetition and trade secret litigation
- Defense of employers in discrimination claims
- Defense of employers in harassment, reprisal and retaliation claims
- Defense of employers in prevailing and other wage disputes
- Defense of OSHA citations
- Defense of workers' compensation claims for self-insured employers
- Counsel employers on full range of labor and employment law topics, including hiring, discipline, firing, drug and alcohol testing, privacy issues, OSHA compliance, the Americans with Disabilities Act, the Family and Medical Leave Act, personnel policies and other employment matters

He frequently speaks on various labor and employment law topics. During his practice, Tom has conducted hundreds of training programs on behalf of clients, trade associations and various other organizations, both locally and nationally.

## Selected Matters

- **Ramsey County District Court**
  - Minnesota Successfully obtained temporary and permanent injunction, enjoining Governor Mark Dayton from implementing an Executive Order that would have led to a union election involving 4200 in-home day care providers.
- **Hennepin County District Court**
  - Minnesota Successfully obtained temporary and permanent injunction, enjoining former employee from working for competitor and using former employer's trade secrets.
- **U.S. District Court for the District of Minnesota**
  - Successfully obtained temporary and permanent injunction, enjoining former employee from violating non-competition agreement and from using former employer's trade secrets.
  - Successfully obtained dismissal of former employee's racial discrimination claims. Decision was affirmed by the Eighth Circuit Court of Appeals.
  - Successfully obtained vacation of arbitration award that reinstated union employee to work. Vacation of arbitration award was affirmed by the Eighth Circuit Court of Appeals.
- **U.S. District Court for the Southern District of Georgia**
  - After two day bench trial, successfully obtained dismissal of former employee's ERISA claims under long-term disability insurance plan.
- **Cascade County District Court - Montana**
  - Successfully obtained summary judgment in multiple cases where former employees claimed they had been terminated in violation of the Montana Wrongful Discharge Act.
- **National Labor Relations Board**
  - After one week trial, successfully obtained ALJ Recommendation of Dismissal of unfair labor practice charges alleging five employees had been wrongfully dismissed in violation of the National Labor Relations Act.
  - After three week trial, successfully obtained ALJ Recommendation of Dismissal of unfair labor practice charges alleging various violations of the NLRA, including the alleged wrongful discharge of six employees. The case was

not appealed.

- **Office of Administrative Hearings - St. Paul**

- After three week trial before an administrative law judge and oral argument before the MN/DOT Commissioner, successfully obtained summary dismissal of prevailing wage claims involving approximately 40 employees.

## Professional and Community Affiliations

- Member, Hennepin County Bar Association
- Member, Minnesota State Bar Association
- Member, Society of Human Resource Managers
- Member, Minnesota Management Attorneys Association
- Member, Associated Builders & Contractors
- Member, Minnesota Utility Contractors Association
- Member, Minnesota School Bus Operators Association
- Past President, St. Croix Valley Employers' Association

## Recognition

- Associate Editor, *Marquette Law Review*
- National Runner-up, *Giles S Rich Moot Court*

## Education

J.D., Marquette University Law School, 1994

B.B.A., University of Michigan, 1991, *with honors*

## Bar Admissions

Minnesota

Wisconsin

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, District of Minnesota

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, Western District of Michigan

U.S. District Court, District of Colorado

## **Publications & Press**

### **Minnesota Law on Misclassifying Employees Singles Out Construction Industry**

*Today's General Counsel*

June 27, 2024

### **Minnesota Employers Face Possible Liability for Using Independent Contractors**

*SHRM Online*

June 5, 2024

### **Minnesota Amends its Earned Sick and Safe Time Act and Paid Family Leave Law**

*Littler ASAP*

June 5, 2024

### **Effective July 1, Minnesota Employers Face Increased Scrutiny and Possible Liability for Using Independent Contractors Versus Employees**

*Littler ASAP*

May 29, 2024

### **Shareholder Thomas Revnew Rejoins Littler in Minneapolis**

*Press Release*

July 11, 2023

## **Events & Speaking Engagements**

### **Minnesota's New Paid Family Medical Leave Law**

Minneapolis, MN

March 20, 2025

### **2024 Midwest Regional Employer Conference**

Minneapolis, MN

November 14, 2024

### **Hot Topics in Minnesota Labor & Employment Law**

Minneapolis, MN

June 13, 2024

### **2023 Midwest Regional Employer Conference**

Minneapolis, MN

November 9, 2023