



## Tom Dowd

Senior Counsel

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## Practice Areas

Labor Management Relations  
Discrimination and Harassment  
Business Restructuring and M&A  
HR Advice and Counsel  
Leave and 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**

*Littler ASAP*

September 9, 2016

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

*Littler ASAP*

May 1, 2012

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

*Littler ASAP*

April 8, 2011