



## Thomas G. Eron

### Member

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### Profile

Thomas is a labor attorney whose employee benefits practice focuses on multi-employer pension plan matters (including business planning and withdrawal liability arbitration and litigation), early retirement incentive, severance pay, age discrimination and ERISA litigation matters. He has co-authored several articles on labor law topics.

### Honors & Affiliations

- Listed in:
  - *The Best Lawyers in America*®, Education Law; Employment Law - Management; Labor Law - Management; Litigation - Labor and Employment, 2003-2024 (listed for more than 20 years)
    - Lawyer of the Year (Syracuse), Education Law, 2022, 2023
    - Lawyer of the Year (Syracuse), Employment Law - Management, 2020
  - *New York Super Lawyers*®, Employment and Labor, 2023 (listed for more than 10 years)
  - *Martindale-Hubbell*®, AV Preeminent Rated
- American Bar Association
- New York State Bar Association, Labor and Employment Law Section; Labor Committee on Pension, Welfare, and Related Plans
- Onondaga County Bar Association
- American Immigration Lawyers Association
- Society for Human Resource Management
- Order of the Coif

### Representative Presentations

- Preventing Workplace Bullying and Violence, March 2013
- Your Employee Said WHAT on Facebook? - Next Steps for Managing Employee Social Media Use, May 2012
- Untangling the Complex Web of Employee Misclassification Issues, October 2011

### Education

- University of Chicago Law School (J.D. 1987)
- Cornell University School of Industrial and Labor Relations (B.S. 1982)

### Bar/Court Admissions

- New York
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Western District of New York

### Practices

- School Law
- Higher Education
- Labor and Employment
- Immigration
- Health Care
- Employee Benefits and Executive Compensation
- Class and Collective Action Litigation
- Manufacturing

- Addressing Retiree Health and Other Legal Obligations Under GASB 45, NYS Association of Counties, 2007
- E-Verify and Other Concerns for Campus Employment Attorneys: Immigration in the Land of ICE, NACUA, June 2009
- What Every Employer Should Know About Immigration Law, 2007
- Immigration 101: The Basics of Immigration Law, NDNY Federal Bar Association, 2006

## Representative Publications

- "The Employment Impacts of Marijuana Legalization in New York," *Inside: A Publication of the Corporate Counsel Section of the New York State Bar Association*, 2021 | Vol. 39 | No. 2
- Co-Author, *2019 Chambers USA Regional Employment Guide*, New York Chapter
- "Pension Fund Rescue Plans Pose Employer Predicaments," *Law360*, September 7, 2016
- Quoted in "Union pension fund plans 30 percent cut to retiree benefits," *Albany Business Review*, August 19, 2016
- "Employment Law in New York," *Syracuse Law Review*, 2003, 2004, 2005
- Contributing Author, *Corporate Counseling*

## Other Activities

- Adjunct Professor, Syracuse University
- Board Member, ProLiteracy
- President, Huntington Family Centers, Inc., 1998-2002