



# Thomas

Thomas E. Reddin  
Partner

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Dallas  
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## MY SERVICES

Labor & Employment

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## EDUCATION

Marquette University Law School, J.D.  
Marquette University, B.A.

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## ADMISSIONS

Texas  
Wisconsin

I love what I do and achieve immense personal satisfaction in helping executives, HR professionals, and managers address and solve issues that arise in the workplace.

### overview

Bringing practical, creative solutions to labor and employment matters, Tom Reddin advises employers on human resources issues and disputes, assisting with virtually any need in the labor and employment space.

With today's employers and their HR professionals responsible for the innumerable requirements of being an employer, having an experienced attorney on speed dial to provide counsel on a myriad of day-to-day issues as well as vigorous and strategic litigation of employment claims is critically important. Tom is that resource for clients in many industries, including construction, energy, healthcare, financial services, and manufacturing, among others. Having been board certified in labor and employment law by the Texas Board of Legal Specialization for over 35 years and consistently recognized by Best Lawyers in America as a leader in his field, Tom works closely with employers to find creative solutions to complex legal challenges.

Tom is adept at helping clients anticipate and manage risks by providing practical advice on specific employee issues before they become problems. He regularly conducts client training programs related to supervisor decision making, wage and hour concerns, compliance and union-related matters. Clients also rely on Tom for negotiating and drafting executive employment and restrictive covenant agreements. Throughout his practice, Tom is known for his ability to view employment matters from the perspectives of both the employee and management and to find fair solutions that work for both sides.

While avoiding litigation when possible, when it's unavoidable, Tom handles the full spectrum of litigation services, including pre-litigation counseling; risk and litigation management; and trials, hearings, and appeals before courts, administrative agencies and other tribunals. Among others, he has first-chaired litigation related to:

- The antidiscrimination statutes (Titles VI and VII of the Civil Rights Act, Section 1981)
- The Americans with Disabilities Act

- The Age Discrimination Act
- The Equal Pay Act
- Wage and hour actions under the FLSA and Rule 23 class actions
- Other employment-related statutes, e.g. FMLA, OSHA, and The Theft of Trade Secrets Act

### recognitions

- Ranked in The Best Lawyers in America (by BL Rankings) for Litigation for Labor & Employment
  - 2015-2025
- Best Lawyers for Employment Law - Management
  - 2021, 2023-2024
- AV Preeminent Rated by Martindale-Hubbell Peer Review
- Texas Super Lawyers for Employment & Labor, Thomson Reuters
  - 2003-2022
- Benchmark Litigation, Labor & Employment Star - South, Euromoney Institutional Investor PLC
  - 2019-2021

### in my free time

Family, travel, golf, and reading, both fiction and non-fiction: these are my typical pursuits when not pursuing client successes. A few of my favorite travel destinations are France, Italy, and the Hawaiian Islands. Some of my favorite books of all time include - Stephen Ambrose's *Undaunted Courage: Meriwether Lewis, Thomas Jefferson, and the Opening of the American West*, and Larry McMurtry's *Lonesome Dove*.