



THOMAS R. SIMMONS

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Service Areas

Labor & Employment, Chair; Antitrust & Competition
Law; Business Litigation; Class Action Litigation

Bar Admissions

Ohio, 1993

United States Court of Appeals, Sixth Circuit

United States District Court, Northern District of Ohio

United States District Court, Southern District of Ohio

Education

Case Western Reserve University School of Law (J.D., *magna cum laude*, 1993)

Case Western Reserve University (B.S., 1989)

Bio

THOMAS R. SIMMONS is a Partner in the Cleveland office of Tucker Ellis & West LLP and Chair of the Labor and Employment Practice Group. His practice focuses on employment law and complex employment and commercial litigation. He has defended employers in a wide variety of employment lawsuits involving wrongful discharge, discrimination, workplace harassment, whistleblower, non-compete agreements, trade secrets, ERISA, FMLA, FLSA and work-related tort claims. Tom has extensive experience with multi-plaintiff litigation and has defended numerous employment and commercial class actions. He has mediated and arbitrated dozens of matters before the AAA, JAMS, EEOC, and federal and state court systems.

Tom also advises employers regarding employment contracts, severance agreements, arbitration programs, drug testing programs, employee handbooks, plant closings, reduction-in-force laws, and wage/hour and whistleblower law compliance.

Tom is a regular speaker, trainer, and writer on employment law and litigation topics. Published articles include: "Exempt or Nonexempt: A Practical Guide for Avoiding Common Pitfalls Under the FLSA," *ACCA Docket* (March 2003) (co-author); "Wage and Hour Law: Four Common (And Costly) Mistakes," *Andrews Employment Litigation Reporter* (October 2002).

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Cleveland Metropolitan Bar Association

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Tucker Ellis & West Diversity Committee