



Thomas H. Reilly

Of Counsel

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For more than 35 years, Thomas Reilly has practiced labor and employment law in California, representing employers. Thomas' broad range of experience includes:

- Preparation and review employee handbooks and personnel policies.
- Preparation of employment contracts, confidentiality agreements, arbitration agreements, secondment agreements, change of control agreements, settlement agreements, and independent contractor agreements.
- Advising employers regarding wage and hour issues, hiring, background checks, performance counseling, employee discipline, reductions in force, WARN Act compliance, leaves of absence, and employee terminations.
- Representing employers in collective bargaining, at NLRB proceedings, and at labor arbitrations.
- Advising employers on protection of confidential, proprietary and trade secret information.
- Defense of employers and executives accused of misappropriation of trade secrets and unfair competition.
- Investigation of claims of harassment and employee misconduct.
- Defense of lawsuits for wrongful termination, discrimination, harassment, wage and hour violations; PAGA penalties; and trade secret claims.
- Mediation, arbitration and settlement of numerous employment-related claims.

Thomas and his colleagues at Newmeyer Dillion provide clients with practical, cost effective solutions to ensure compliance and resolve claims in an increasing complex legal environment. They provide quarterly training opportunities for clients, free of charge, through Newmeyer Dillion's "HR University" program, which includes an

annual summary of new California employment legislation.

Prior to joining Newmeyer Dillion, Thomas was a special counsel at O'Melveny & Myers LLP, a partner at Scott, Reilly & Whitehead, and a partner at Arter & Hadden LLP.

Services

- Labor & Employment

Awards & Recognition

- Selected to the Southern California Super Lawyers list, 2010-2014
- AV® Preeminent Rating by Martindale-Hubbell Peer Review

Professional Affiliations

- Orange County Bar Association, Labor & Employment Law Section

Admissions

- California, 1983
- U.S. District Court, Northern District of California
- U.S. District Court, Central District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Southern District of California
- U.S. Court of Appeals, Ninth Circuit

Education

- University of Southern California Gould School of Law(J.D., 1983)
 - Southern California Law Review
- Yale University(B.A., 1979)

Matters

Trade Secrets

Defended an executive accused of misappropriation of trade secrets and unfair competition by his former

employer. Negotiated protocols for return of alleged confidential information, release of clai

PAGA

Assisted a service client with more than 1,000 employees in resolving PAGA complaints which alleged numerous Labor Code violations regarding minimum wage, overtime, rounding meal and rest breaks, expe

NLRB Unfair Labor Practice Charge

Defended a service employer charged with refusal to bargain in good faith and unlawful recognition of another labor organization as the exclusive bargaining representative of the affected employees.

Publications

Published Article

California Supreme Court Clarifies

Published Article

Time To Hit Pause: What Employers Need To Know About The Families First Coronavirus Response Act

News

Aug 20, 2020 - Firm News

12 Newmeyer Dillion Attorneys Named to 2021 U.S. News Best Lawyers in Multiple Practice Areas

Feb 14, 2019 - Firm News

California Law Now Requires More Sexual Harassment Training by January 1, 2020