



Principal, St. Louis

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Thomas E. Berry, Jr. is a principal in the St. Louis, Missouri, office of Jackson Lewis P.C.

Tom's practice is exclusively focused on representing management before state, federal or local administrative agencies as well as before both state and federal courts throughout the country. His practice is national in scope – he has represented employers in legal proceedings in over twenty different states. Tom has extensive litigation experience which permits him to effectively counsel and advise clients on a variety of employment related issues in order to ensure that effective human resource practices and procedures are followed in order to minimize any additional exposure.

## Practices

- National Compliance and Multi-State Solutions
- Construction
- Labor Relations
- Employment Litigation
- Restrictive Covenants, Trade Secrets and Unfair Competition
- Wage and Hour
- Real Estate
- Manufacturing

## Education

- The Ohio State University Moritz College of Law, J.D. 1987
- University of Illinois, A.B. 1984

## Admitted to Practice

- Illinois - N.D. Ill. 2024
- Illinois - C.D. Ill. 2023
- Missouri - W.D. Mo. 2012
- Illinois - S.D. Ill. 2009
- Illinois 2009
- U.S. Supreme Court 2006
- Wisconsin - E.D. Wis. 2005
- 4th Circuit Court of Appeals 2001
- 6th Circuit Court of Appeals 1994
- 7th Circuit Court of Appeals 1993
- 8th Circuit Court of Appeals 1990
- Missouri - E.D. Mo. 1990
- Missouri 1989
- Ohio - S.D. Ohio 1988

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2020-present), "Labor Law – Management" (2021-present) and "Litigation – Labor and Employment" (2019-present)
- *Illinois Business Journal*, Southwestern Illinois All-Stars (2009)
- *Legal 500 USA*, "Recommended Attorney" (2016)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (2007-present)
- *Super Lawyers*®, "Super Lawyers" (2016–2018)

## Pro Bono and Community Involvement

- Ed Glen Chamber of Commerce
- Illinois Center for Autism, Board of Directors (2004-present)
- Madison County Urban League, Board of Directors (2006-present)
- Riverbend Chamber of Commerce
- United Way of Greater St. Louis, Southwest Division, Board and Executive Committee (2000-present)

## Published Works

- "‘Reefer Madness’ goes mainstream in the Illinois workplace," *Illinois Business Journal* (July 2019) [Author]
- "Minimum wage, equal opportunity cases to resurface in 2019," *Illinois Business Journal* (December 2018) [Author]
- "Hobby Lobby ruling raises more questions than it answers," *Illinois Business Journal* (September 2014) [Author]
- *FMLA, ADA, Military and Other Legal Issues, A Guide for Illinois Employers* Illinois Chamber of Commerce (2011) [Editor, Principal Author]
- "Point/Counterpoint: The Abusive Work Environment Act," (Illinois HB 374) *Illinois Business Journal* (December 2009) [Author]
- "The Employee Free Choice Act (H.R. 800): a guarantee of ‘free choice’ or ‘no choice?’," *Illinois Business Journal* (May 2007) [Author]

- “Point/Counterpoint Introduction: The Prevailing Wage,” *Illinois Business Journal* (October 2006) [Author]
- “A primer on project labor agreements: the PLA explained,” *Illinois Business Journal* (April 2006) [Author]

### Speeches

“Legislative Update for Illinois Employers,” Metro East Illinois SHRM (Fairview Heights, IL, September 2018) (presenter)