



Principal, Washington, D.C. Region

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Thomas P. Murphy is a principal in the Washington, D.C. Region office of Jackson Lewis P.C. His practice focuses on representing employers in workplace law matters, including preventive advice and counseling.

Tom has tried more than 65 jury trials in the last 38 years as a federal prosecutor and in private practice. In addition to a nationwide litigation practice, he routinely advises clients on the labor and employment law aspects of doing business in other countries, a subject on which he frequently speaks and writes.

Prior to entering private practice, Tom was an assistant United States attorney for the District of Columbia where he served in the Chronic Offender Unit. He was the recipient of the US Department of Justice's Special Achievement Award for his successful prosecution of a number of cases of notoriety.

For four years, Tom served as a lieutenant in the U.S. Navy.

## Practices

- Financial Services
- International Employment
- Labor Relations
- Employment Litigation
- Trials and Appeals
- Workplace Training
- Healthcare
- Technology
- Manufacturing
- Retail

## Education

- Vermont Law School, J.D.
- Clarkson University, B.S.

## Admitted to Practice

- U.S. Supreme Court 2002
- U.S. Court of Appeals, DC Circuit 1982
- 4th Circuit Court of Appeals 1989
- District of Columbia - D.D.C. 2003
- Maryland - D. Md. 1988
- New York - E.D. N.Y. 2015
- New York - S.D. N.Y. 2011
- Virginia - E.D. Va. 1989
- Virginia - W.D. Va. 1991
- District of Columbia 1981
- Maryland 1988
- New York 1978
- Virginia 1989

## Honors and Recognitions

- *Washington, D.C.'s Best Lawyers*®: Employment Defense, Washingtonian Magazine (2021)
- *The Best Lawyers in America*®, "Employment Law – Management", "Labor Law – Management" and "Litigation – Labor and Employment" (1993-present)
- *Chambers USA*, "Labor & Employment" (2018-present) and "Senior Statespeople: Labor & Employment" (2023-present)
- *Martindale-Hubbell*®, "AV Preeminent® - Peer Rated for Highest Level of Professional Excellence" (1999-present)
- *Virginia Super Lawyers*®, "Top 100: Virginia" (2020, 2022) and "Super Lawyers" (2022-present)
- *Washington, D.C. Super Lawyers*®, "Super Lawyers" (2006-present)
- *Virginia Business Magazine*, "Legal Elite for Labor & Employment Law" (2011-2012, 2014)
- *Virginia Lawyers Weekly*, "Virginia's Go To Lawyers - Employment Law" (2022)
- Litigation Counsel of America, a trial lawyer honorary society whose members are selected on basis of their effectiveness, accomplishment in litigation and trial work, and ethical reputation, Fellow (2019)
- American Bar Foundation, Fellow (2020)
- *The College of Labor and Employment Lawyers* "Fellow" (2010-present)

## Pro Bono and Community Involvement

- Fairfax Symphony Orchestra, General Counsel (2008-present)
- Legal Services of Northern Virginia, Volunteer Attorney (2000-present)
- Virginia Board of Bar Examiners, Bar Exam Grader (1999-2017)

## Published Works

- *International Labor and Employment Laws, 4<sup>th</sup> ed.*, American Bar Association Section of Labor and Employment Law (2015; Supp. 2024) [Contributing Author]
- *Employment Law in Virginia, 4<sup>th</sup> ed.* (2021) [Contributing Author]
- *How Arbitration Works, 6<sup>th</sup> ed.*, American Bar Association, Section of Labor and Employment Law (2008) [Contributing Author]
- *The Developing Labor Law, 5<sup>th</sup> ed.*, American Bar Association, Section of Labor and Employment Law (2006) [Contributing Author]

## Speeches

- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, May 2024) (presenter)
- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, May 2023) (presenter)
- "Determining FMLA Leave: Key Concepts and Recent Developments," District of Columbia Bar CLE (Washington, DC, September 2022) (presenter)
- "What's New with OSHA and Labor and Employment Laws in Virginia," Virginia Bar Association 132nd Summer Meeting (The Homestead, July 2022) (presenter)
- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, D.C., April 2022) (presenter)
- "Essential Trial Skills: Pretrial Motions and Opening Statements," District of Columbia Bar CLE (Washington, D.C., February 2022) (presenter)
- "Essential Trial Skills: Direct and Cross Examination," District of Columbia Bar CLE (Washington, DC, March 2022) (presenter)
- "Essential Trial Skills: Closing Argument and Post-trial Motions," District of Columbia Bar CLE (Washington, D.C., March 2022) (presenter)
- "Determining FMLA Leave: Key Concepts and Recent Developments," District of Columbia Bar CLE (Washington, DC, August 2021) (presenter)
- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, May 2020) (presenter)
- "The Hiring Process: Forms and Checklists to Help You and Your Client," District of Columbia Bar CLE (Washington, DC, May 2020) (presenter)
- "Determining FMLA Leave: Key Concepts and Recent Developments," District of Columbia Bar CLE (Washington, DC, May 2019) (presenter)
- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, April 2019) (presenter)
- "Essential Trial Skills: Direct and Cross Examination," District of Columbia Bar CLE (Washington, DC, March 2019) (presenter)
- "Essential Trial Skills: Pretrial Motions and Opening Statements," District of Columbia Bar CLE (Washington, DC, March 2019) (presenter)
- "Essential Trial Skills: Closing Arguments and Post-Trial Motions," District of Columbia Bar CLE (Washington, DC, February 2019) (presenter)
- "Summary Judgment in the Rocket Docket: Bringing It and Fighting It," Federal Bar Association (Alexandria, VA, September 2018) (presenter)
- "Advising Clients on Sexual Harassment Law in the #MeToo Era," District of Columbia Bar CLE (Washington, DC, July 2018) (presenter)
- "How to Try an Employment Law Case to a Jury," A Five Part Course, District of Columbia Bar CLE (Washington, DC, April-June 2018) (Course Director and Moderator)

- "Employment Litigation Boot Camp," Association of Corporate Counsel National Capital Region (Washington, DC, May 2018)
- "Advanced Trial Techniques: Closing Argument and Post-Trial Motions," District of Columbia Bar CLE (Washington, DC, February 2018) (presenter)
- "Advanced Trial Techniques: Direct and Cross Examination," District of Columbia Bar CLE (Washington, DC, January 2018) (presenter)
- "Advanced Jury Trial Techniques: Opening Statements," District of Columbia Bar CLE (Washington, DC, November 2017) (presenter)
- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, June 2017) (presenter)
- "Common Ethical Traps Facing In-House Counsel in Retail," Food Marketing Institute's Annual Legal Conference (Austin, TX, April 2017) (presenter)
- "Determining FMLA Leave: Key Concepts and Recent Developments," District of Columbia Bar CLE (Washington, DC, March 2017) (presenter)
- "The Top 10 Issues U.S. Employers Should Know About Foreign Employment Laws," District of Columbia Bar CLE (Washington, DC, February 2017) (presenter)
- "Hot Topics in Employment Law," Virginia Bar Association CLE (Charlottesville, VA, October 2016) (presenter)
- "Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission," District of Columbia Bar CLE (Washington, DC, October 2016) (presenter)
- "Litigating an Employment Discrimination Case: Procedures, Tips and Strategies," District of Columbia Bar CLE (Washington, DC, September 2016) (presenter)
- "Nut and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, June 2016) (presenter)
- "Ethical Issues in Employment Law," Virginia CLE 25th Annual Employment Law Update (McLean, VA, May 2016) (presenter)
- "The Hiring Process: Forms and Checklists to Help You and Your Client," District of Columbia Bar CLE (Washington, DC, April 2016) (presenter)
- "Employment Law Ethics," Virginia CLE (Charlottesville, VA, March 2016) (presenter)
- "Determining FMLA Leave: Key Concepts and Recent Developments," District of Columbia Bar CLE (Washington, DC, March 2016) (presenter)
- "Pregnancy Discrimination Claims After Young v. UPS," District of Columbia Bar CLE (Washington, DC, January 2016) (presenter)
- "Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission," District of Columbia Bar CLE (Washington, DC, November 2015) (presenter)
- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, June 2015) (presenter)
- "Ethical Issues in Employment Litigation," Virginia CLE (Richmond, VA, May 2015) (presenter)
- "Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission," District of Columbia Bar CLE (Washington, DC, April 2015) (presenter)
- "Ethical Issues in the Trial of an Employment Case," Lawline (New York, NY, January 2015) (presenter)
- "Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission," District of Columbia Bar CLE (Washington, DC, October 2014) (presenter)
- "The Affordable Care Act: Ten Things Today's Labor and Employment Lawyer Needs to Know and Why," Virginia Bar Association's 44th Annual Conference on Labor and Employment Law (National Harbor, MD, September 2014) (presenter)

- “Employment Law Ethics,” Virginia CLE 23rd Annual Employment Law Update (Fairfax and Richmond, VA, May 2014) (presenter)
- “The Hiring Process: Forms and Checklists to Help You and Your Client,” District of Columbia Bar CLE (Washington, DC, April 2014) (presenter)