

## Thomas R. Revnew

Shareholder

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### Focus Areas

Litigation and Trials  
Arbitration  
Construction

### Overview

An experienced litigator with more than two decades of experience, Thomas R. Revnew represents employers in connection with the full range of employment and labor law issues. He regularly defends clients in state and federal courts, and before administrative agencies. He has represented employers in a wide range of matters, including drug testing; OSHA compliance; unfair competition and trade secrets; wage and hour compliance; and against claims of discrimination, harassment, retaliation and wrongful discharge.

Tom also has a robust traditional labor practice, including representing clients in the construction industry, and advises on matters arising under the National Labor Relations Act, defends unfair labor practice charges and negotiates collective bargaining agreements.

Tom works with employers to avoid costly and time consuming litigation by providing counseling regarding hiring, discipline, discharge, reduction in force planning and programs, contract review and drafting, drug testing, privacy issues, OSHA compliance, the Americans with Disabilities Amendment Act, the Family and Medical Leave Act, personnel policies, employee handbooks and other employment matters.

He frequently speaks on various labor and employment law topics. During his practice, Tom has conducted hundreds of training programs on behalf of clients, trade associations and various other organizations, both locally and nationally.

## Professional and Community Affiliations

- Member, Hennepin County Bar Association
- Member, Minnesota State Bar Association
- Member, Society of Human Resource Managers
- Member, Minnesota Management Attorneys Association
- Member, Associated Builders & Contractors
- Member, Minnesota Utility Contractors Association
- Member, Minnesota School Bus Operators Association
- Past President, St. Croix Valley Employers' Association

## Education

J.D., Marquette University Law School, 1994

B.B.A., University of Michigan, 1991

## Bar Admissions

Minnesota

Wisconsin

## Courts

U.S. Supreme Court

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, 8th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. Court of Appeals, District of Columbia

U.S. District Court, District of Minnesota

U.S. District Court, Eastern District of Wisconsin

U.S. District Court, Western District of Wisconsin

U.S. District Court, Western District of Michigan

U.S. District Court, District of Colorado

## Publications & Press

### **Minnesota Law on Misclassifying Employees Singles Out Construction Industry**

*Today's General Counsel*

June 27, 2024

**Minnesota Amends its Earned Sick and Safe Time Act and Paid Family Leave Law**

*Littler Insight*

June 5, 2024

**Minnesota Employers Face Possible Liability for Using Independent Contractors**

*SHRM Online*

June 5, 2024

**Effective July 1, Minnesota Employers Face Increased Scrutiny and Possible Liability for Using Independent Contractors Versus Employees**

*Littler ASAP*

May 29, 2024

**Shareholder Thomas Revnew Rejoins Littler in Minneapolis**

*Littler Press Release*

July 11, 2023

## **Speaking Engagements**

**2024 Midwest Regional Employer Conference**

Minneapolis, MN

November 14, 2024

**Hot Topics in Minnesota Labor & Employment Law**

Minneapolis, MN

June 13, 2024

**2023 Midwest Regional Employer Conference**

Minneapolis, MN

November 9, 2023