



**Thomas R. Crone**

Attorney

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Tom Crone has extensive experience representing public and private sector clients in a variety of labor and employment matters and has successfully represented a broad range of employers in over 500 discrimination claims filed at the local, state and federal level. His experience includes:

- Investigating and defending employment discrimination claims, including race, gender, disability, and sexual harassment claims.
- Advising employers on day-to-day employment issues, including preventive employment advice, compliance with local, state and federal employment laws, and wage and hour claims and compliance.
- Drafting and reviewing employee manuals and handbooks.
- Representing employers in union-related matters, including collective bargaining and contract administration, union campaigns, picketing and strike activity, unfair labor practice charges, prohibited practice proceedings, and grievance arbitrations.
- Drafting and enforcing employment contracts and separation agreements.
- Defending unemployment compensation claims.
- Drafting and litigating issues arising under covenants not to compete and non-disclosure agreements.
- Litigating claims involving breach of fiduciary duty and duty of loyalty.
- Preparing and assisting in the implementation and updating of affirmative action plans; advising and assisting clients in connection with local, state and federal audits of such affirmative action plans.

#### Areas of Practice

- Government Law
- Health Industry Labor, Employment and Immigration
- Labor and Employment
- Litigation and Risk Management
- County and Municipal Governance
- OSHA Law and Litigation

#### Education

- University of Wisconsin, J.D., 1976; B.B.A., 1973

#### Bar Admissions

- Wisconsin

#### Professional and Civic Associations

- State Bar of Wisconsin
- Dane County Bar Association

#### Honors and Accomplishments

- *The Best Lawyers in America*®, Labor Law-Management (1995-2022), Employment Law-Management (2011-2022)

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