

Thom K. Cope



Thom Cope is a Partner who practices in the firm's Employment and Labor Section. Thom is licensed to practice in Nebraska, California and Arizona. He has served as a judge in the area of public employment law and is listed in *Best Lawyers in America*, *Arizona's Finest Lawyers*, and *Southwest Super Lawyers*. He is the author of *The Executive Guide to Employment Practices*, and the 2013 Supplement on *The Arizona Age Employment Practices Handbook*. In 2014 he published *How Not to be a Stupid Manager*.

He graduated with a Bachelor of Arts in History and Political Science from Syracuse University with Honors, and earned his Juris Doctor from the University of Nebraska College of Law. He has been practicing law since 1972. For twenty years, Thom was the Managing Partner of his firm, Polsky, Cope, Shiffermiller, in Lincoln, Nebraska. He has been in-house counsel to companies in San Francisco and New York City.

Thom has tried over 80 jury trials to verdict, in all areas of Employment Law, Wage & Hour, and National Labor Relations Board matters. Additionally, he is a Mediator/Trainer for the Arizona Civil Rights Division of the Arizona Attorney General's Office. As a lecturer, Thom teaches Business Law, The U.S. Constitution and Organizational Ethics at the University of Phoenix and was an Adjunct Professor in Labor Law at Pima Community College. He is a Fellow of the College of Labor & Employment Lawyers, and is a member of the American Board of Trial Advocates.

Thom is the Newsletter Editor of the ADR Section of the Arizona State Bar Association. He is on the board of Literacy Connects and is currently the Board Chair of the Marana Chamber of Commerce.



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Practice Areas

- Labor and Employment Law
- Mediation
- Arbitration Matters

Admissions

- U. S. Supreme Court
- State Bar of Arizona
- State Bar of California
- State Bar of Nebraska
- Federal Bar Association

Organizations and Recognition

- Fellow, College of Labor and Employment Lawyers
- American Board of Trial Advocates
- "Best Lawyers in America"
- Arizona's Finest Lawyers
- Southwest Super Lawyers
- Arizona State Bar ADR Section, Executive Committee Member and Newsletter Editor
- Evidence and Judicial Conduct and Ethics - National Judicial College
- Alternative Dispute Resolution
- American Cancer Society
- Board Chair, Marana Chamber of Commerce
- Board Member, Literacy Connects



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Education

Syracuse University
Bachelor's Degree/Political Science/History, minor English
University of Nebraska College of Law
Juris Doctor

Writings

The Executive Guide to Employment Practices, 3rd edition
How Not to be a Stupid Manager, 2014
Numerous articles on sexual harassment, and other labor and employment topics.