

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*. His latest book is *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 History, Organizational Ethics and Human Resource Management Classes 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 a former Newsletter Editor of the ADR Section of the Arizona State Bar Association. He serves on many non-profit organizations as a board member and volunteer and is a past 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
- Evidence and Judicial Conduct and Ethics - National Judicial College
- Alternative Dispute Resolution
- Board Member Neurofit Networks
- Past Board Chair, Marana Chamber of Commerce
- Past Board Member, Literacy Connects

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
- Numerous articles on sexual harassment, and other labor and employment topics.