

# UDALL LAW FIRM, LLP

## Attorneys at Law



**Thom Cope**

### Practice Focus and Experience

Thom Cope is an employment lawyer, who is a Fellow of the College of Labor and Employment Lawyers. For over 30 years, his practice has focused mainly on employment and labor law issues, as well as general litigation. Mr. Cope has tried over 75 jury trials to verdict, which have included all areas of discrimination and Department of Labor Wage and Hour matters. He has tried cases before the National Labor Relations Board and represented management in union labor negotiations and union organizing campaigns. Mr. Cope has also advised public employers such as cities and counties on employment and Merit Selection issues. Having worked on and with Home Owner Associations, Mr. Cope advises Boards of Directors on homeowner issues. In addition, Mr. Cope was a Judge in the area of public employment law. Mr. Cope has been listed in The Best Lawyers in America. As a trained and experienced mediator, he has brought many cases to successful resolution. He is frequently sought as a lecturer in the employment law field.

### Representative Matters

- Successfully defended public officials and county government in a major sexual discrimination case
- Successfully represented nursing home chain against unfair labor practice charges before the National Labor Relations Board
- U.S. Supreme Court case changed law under the Americans with Disabilities Act
- Successfully defended several automobile dealers in age, race and sexual harassment discrimination cases
- Defends employers in all administrative agencies against charges of discrimination
- Former Vice President of Human Resources for employer with 1200 employees
- Advises Home Owner Association Boards of Directors in homeowner disputes
- Adjunct Professor in Labor Law, Pima Community College

### Education

- Syracuse University, (1969), B.A. with honors
- Nebraska College of Law, J.D. (1972)

### Publications

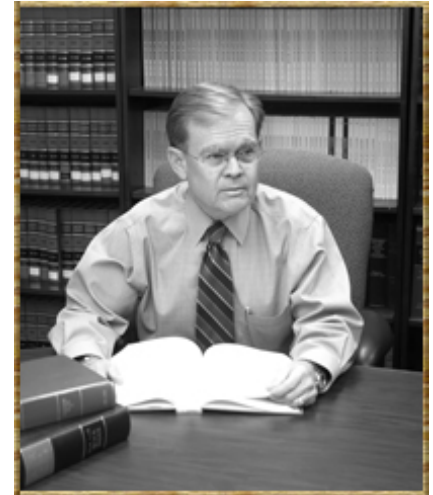
- Book: The Executive Guide to Employment Practices, 3<sup>rd</sup> ed.
- Various articles on sexual harassment and other employment related topics

### Admissions and Memberships

- Admitted: Arizona State and Federal Courts
- Admitted: California State and Federal Courts
- Admitted: Nebraska State and Federal Courts
- Admitted: U.S. Supreme Court
- Admitted: Federal Circuit Court
- Senior Professional In Human Resources (SPHR)

### Community Involvement

- American Cancer Society, Tucson
- Board member/ volunteer Continental Ranch, Sunflower home owner associations



**Thom Cope**  
Of Counsel  
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### Practice Areas

Business Litigation  
Commercial Litigation  
Employment Law  
Insurance

### Address

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