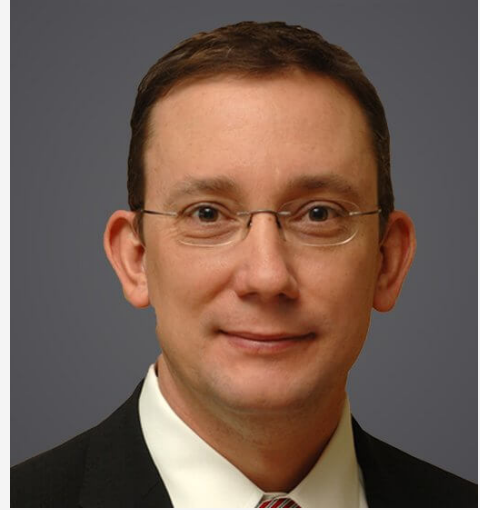


## Thomas M. Stanek

Shareholder || [Phoenix](#)

Mr. Stanek represents clients in all aspects of traditional labor relations. He also counsels and represents companies on matters regarding “noncompete” agreements. In addition, Mr. Stanek defends employers facing claims of discrimination and harassment, as well as claims alleging breaches of contract, unfair competition, wrongful discharge, defamation, interference with contract, and other torts. Mr. Stanek represents employers in both state and federal courts as well as in proceedings before administrative agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Labor, State Civil Rights Divisions, and other state and federal agencies.

- ▶ Helps clients stay union-free through practical and effective advice and counsel
- ▶ Successfully manages union avoidance campaigns for companies facing imminent threats of unionization
- ▶ Trains supervisors and managers on all aspects of the National Labor Relations Act, Title VII, the ADA as well as other state and federal laws
- ▶ Defends companies in Unfair Labor Practice (ULP), representation, and decertification proceedings before the National Labor Relations Board
- ▶ Represents management in collective bargaining and other negotiations with unions, as well as in grievance and arbitration proceedings
- ▶ Regularly advises and counsels clients on workplace issues and other employment challenges
- ▶ Devises state and national strategies for clients to protect business investments in people, trade secrets, proprietary and confidential information through non-competition, non-solicitation, anti-raiding, confidentiality and other restrictive covenants and employment agreements
- ▶ Maintains comprehensive knowledge of restrictive covenant and trade secret law throughout the 50 states and Puerto Rico, and counsels businesses on compliance with the state laws at issue
- ▶ Prosecutes and defends claims arising out of non-competition, non-solicitation, confidentiality and other restrictive covenants and employment agreements
- ▶ Drafts employment agreements for executives and other senior leadership employees
- ▶ Reviews and revises employee handbooks, policies and employment practices for legal compliance with state and federal law



- Conducts training for supervisors and managers on internal investigations and other HR issues
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## Education & Admittance to Practice

### Education

- J.D., *magna cum laude*, Arizona State University College of Law, 1999
- B.S., *summa cum laude*, Economics, Arizona State University, 1996

### Admittance to Practice

- Arizona
  - U.S. Court of Appeals, Ninth Circuit
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