



Jeffrey S. Horton Thomas

Partner

Los Angeles, CA
Tel: 424.285.7061
Fax: 310.556.9828

jhortonthomas@foxrothschild.com

Jeffrey is an employment law trailblazer respected for his work in high stakes employment law disputes throughout California. Well seasoned by more than 30 years in the trenches of significant employment litigation, Jeffrey is well regarded for his mature sense of judgment and tenacious, tactical approach to representing clients.

As a strategic ally to mid-market and *Fortune* 500 companies, Jeffrey advises leaders in entertainment, technology, telecommunications, manufacturing, retail, professional services, healthcare, nonprofit, transportation, fashion, food processing and other sectors. Jeffrey is particularly adept in addressing disability accommodation, pay equity, gender discrimination, harassment and retaliation claims. Jeffrey effectively counsels and defends employers in the full range of California and federal employment law matters, including wage and hour disputes, PAGA actions and class actions.

Employers also rely on Jeffrey to safeguard their trade secrets and to help retain employees and customers in the face of potentially damaging overtures by competitors. He is sought out to conduct workplace investigations, lead teams conducting wage and hour compliance audits and guide clients through plant closures and mass layoffs.

Before Fox Rothschild

Prior to joining Fox Rothschild, Jeffrey was a partner in the labor and employment practice of a national AmLaw 100 law firm.

Honors & Awards

- Listed in California as a "Labor & Employment Star," *Benchmark Litigation* (2020)
- Named as an "Employment Law Trailblazer," *The National Law Journal* (2019)
- Named to "The Best Lawyers in America" list for Litigation - Labor and Employment in California by *Best Lawyers* (2016-2021)
- Listed among "Top Litigators and Trial Attorneys" across all practice areas, *Los Angeles Business Journal* (2019)
- *Super Lawyers Magazine*, California - Employment Litigation Defense (2014-2020)
- *Super Lawyers Magazine*, Southern California "Top 100 Lawyer," (2018)
- Named a "Leaders in Law" nominee, *Los Angeles Business Journal* (2016, 2019)
- *Martindale-Hubbell*, AV Preeminent

Practice Areas



- Labor & Employment
- Employment Litigation
- Wage & Hour Law
- Class Actions
- Employment Counseling, Policy Developments & Audits
- Hospitality
- Unfair Competition & Trade Secrets

Bar Admissions

- California

Court Admissions

- U.S. Court of Appeals, Ninth Circuit
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Central District of California

Education

- University of Kansas School of Law (J.D.)
- University of Kansas (B.A.)
 - Journalism

Memberships

- ProVisors
 - Westside III
 - West Hollywood
- Beverly Hills Bar Association
 - Labor and Employment Law Section, Executive Committee Member
- Soho House - all houses member

Board of Directors

- Employment Roundtable of Southern California
 - Board of Directors (2019 - 2020)
- Step Up, Los Angeles
 - Board of Directors (2019 - 2020)
- West Hollywood Chamber of Commerce
 - Board of Directors (2017)

Publications



August 28, 2020

Hiring During COVID-19: Plan Defensively to Avoid Litigation

July 6, 2020

Trends in COVID-Related Employment Actions

November 1, 2019

A Question Worth 30% of Labor Costs: When is a Contingent Worker an FTE?

The Gartner Journal of Finance. Risk. Strategy.

May 2, 2019

California Independent Contractor Test Applies Retroactively

Bloomberg Law

March 1, 2019

INSIGHT: Websites, Apps, and the Americans with Disabilities Act

Bloomberg Law

October 4, 2018

Media Companies Could Run Afoul Of California Law Banning All-Male Boardrooms

The Hollywood Reporter

November 3, 2016

A New Generation of Pay Equity Laws: The Growing Legal Challenge for Restaurant Operators

Modern Restaurant Management