



Thomas R. Crookes

PARTNER

Akron

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Practice Areas

- Crisis Management
- Employer Internal Investigations
- Employment Counseling
- Employment Litigation
- Labor and Employment
- Labor Relations
- Workplace Safety and Workers' Compensation

Education

University of Detroit School of Law, J.D., 1987
University of Michigan, A.B., 1984

Bar & Court Admissions

Ohio

Tom is a partner in the Vorys Akron and Vorys Cleveland offices and a member of the labor and employment group. He represents employers with a variety of labor and employment law matters, including federal and state employment discrimination litigation, defense of administrative charges, union election campaigns, public and private sector collective bargaining, non-competition litigation, civil rights actions, wage and hour disputes, and workplace safety matters. Tom has experience representing clients in a variety of industries, specifically in food and beverage, health care, financial institutions and manufacturing.

Tom is a member of the Federal Bar Association, the Ohio State Bar Association, the Akron Bar Association and the Pennsylvania Bar Association.

Tom is certified by the Ohio State Bar Association as a specialist in labor and employment law.

Tom is a frequent lecturer on labor and employment law topics at seminars for attorneys and human resource professionals, including presentations on the Americans with Disabilities Act (ADA), the Family and Medical Leave Act (FMLA), electronic communication in the workplace, blogging, non-competition litigation, retaliation claims, union avoidance, personnel policies and recordkeeping, and employment law updates.

Tom received his J.D. from the University of Detroit School of Law and his A.B. from the University of Michigan.

Honors & Recognitions

Ohio Super Lawyers, Employment and Labor, 2005-2006 and 2008-2023

The Best Lawyers in America, Employment Law – Management
"Lawyer of the Year," 2016, 2021

Pennsylvania

U.S. Supreme Court

U.S. Court of Appeals for the Fourth Circuit

U.S. Court of Appeals for the Sixth Circuit

U.S. District Court for the Eastern District of Michigan

U.S. District Court for the Northern District of Ohio

Admitted to practice law only in the states listed above.

Industries

Financial Institutions

Health Care

Manufacturing

Restaurants, Food and Beverage

The Best Lawyers in America, Commercial Litigation, 2013-2018, 2020-2024; Employment Law – Management, 2014-2018, 2020-2024

Professional and Community Activities

Greater Akron Musical Association, Board of Trustees, 2017 to present

Mobile Meals Foundation, Board Member, 2001-2017

Wadsworth Chamber of Commerce Board of Directors, Member, 2011-2016; Vice President 2013-2014, President 2014-2015

The Ohio Foundation of Independent Colleges, Akron Area Campaign Chair, 2008-2009

Mobile Meal, Inc., President of the Board, 2007

First Christian Church of Wadsworth, Board, 2005 to present

Leadership Akron Class XXIII, May 2007