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## **THOMAS P. KRUKOWSKI**

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Thomas P. Krukowski has been practicing labor and employment law since 1970 and founded the firm in 1979. His practice is in transportation, health care, food and distribution, retail, manufacturing, meat packing and financial services industries.

He has successfully litigated numerous employment discrimination cases and has successfully sought sanctions against Plaintiff-employees who brought frivolous claims against their employer. Further, he was the first to successfully enjoin corporate campaign tactics as a violation of secondary boycott provisions of the National Labor Relations Act, and he recovered the largest money judgment in Wisconsin against several building trade unions for engaging in illegal secondary boycott activities. Likewise, he has successfully enjoined “work-to-rule” union conduct. Tom successfully argued to the Eighth Circuit Court of Appeals that the arbitrator exceeded his authority when he ignored specific language permitting the employer to lease its plant and subcontract production.

Tom has represented employers defending against union corporate campaigns in labor disputes, including Hormel Foods Corporation, American Airlines, Ryder Systems, Inc., International Paper Company, Smithfield Foods/Patrick Cudahy, Briggs & Stratton Corporation, and Wal-Mart Stores, Inc. His practice approach diffuses union efforts to run a campaign and/or organize workers.

Tom’s focus is on counseling clients to avoid unnecessary employment discrimination lawsuits. He also emphasizes the need for corporate strategic planning, a focus that has proven successful in matters involving collective bargaining and labor relations. In addition, he has also prepared vulnerability analyses for companies targeted in union corporate campaigns.

Tom is admitted and licensed to practice before the Supreme Court of the United States, Supreme Court of Wisconsin, U.S. Courts for the Eastern and Western Districts of Wisconsin, the U.S. Courts of Appeal for the Sixth, Seventh, Eighth and Ninth Circuits and the District of Columbia, before the U.S. Court for the Northern District of Illinois, U.S. Court for the Southern and Northern Districts of Indiana, before the Commonwealth of Massachusetts, Supreme Court of Missouri, U.S. Court for the Eastern and Western Districts of Missouri, before the Supreme Court of Minnesota and the Federal Court of Minnesota.

He speaks frequently to employers and associations throughout the country on employment and labor law matters.

## Professional Associations

State Bar of Wisconsin, Labor and Employment Section

Milwaukee Bar Association

Wisconsin Manufacturers and Commerce

Society for Human Resource Management

North American Transportation Employee Relations Association, Vice Chairman 1997, Chairman 1998

Wisconsin Hospital and Health Association

Wisconsin Health Care Association

## Education

B.S., 1967, Marquette University College of Business Administration

J.D., 1970, Marquette University Law School

Honors and Awards

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Winner, 1992 Distinguished Service Award from Transportation Lawyers Association

Selected for inclusion in Wisconsin Super Lawyers<sup>®</sup> 2005-2010, Milwaukee Magazine

## Community Involvement

Children's Hospital of Wisconsin, Inc., Board of Directors

Children's Hospital of Wisconsin, Inc., President's Council

Member Marquette University Law School Woolsack Society