



## THOMAS R. GRENKE

Associate

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Thomas is a member of the firm's Labor & Employment Practice. He represents private and public sector employers in all aspects of labor and employment law including disciplinary action and terminations, defending discrimination claims, drafting employment agreements and separation/severance agreements, conducting internal investigations, and counseling clients about the application of various state and federal employment laws. He provides a wide range of labor services to union employers in the public and private sectors, including advice about negotiations, defending labor arbitrations, processing grievances, and general advice about navigating the union environment.

Thomas practices regularly before numerous administrative agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, and the New York State Division of Human Rights.

Thomas also counsels Canadian clients on a broad range of labor and employment legal issues related to operation and expansion into the U.S. market.

### Honors

- Listed, Upstate New York Super Lawyers Rising Stars (Employment & Labor) 2024
- Former President, University at Buffalo School of Law's Alternative Dispute Resolution Society
- Former Secretary, University at Buffalo School of Law's Finance and Law Society

### Publications

U.S. Department of Education Announces Long-Awaited Final Title IX Regulations  
*Hodgson Russ Education Alert*, April 25, 2024

The Guaranty Building  
140 Pearl Street  
Suite 100  
Buffalo, NY 14202

### Practices & Industries

Labor & Employment  
Canada-U.S. Cross-Border  
Employment Litigation  
Manufacturing  
Non-Compete, Non-Solicit & Trade Secrets  
Wage & Hour  
Education

### Admissions

New York  
United States District Court for the Western District of New York  
United States District Court for the Northern District of New York

### Education

Penn State University, B.A.  
University at Buffalo School of Law, J.D.

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FTC Adopts Rule Banning Most Non-Competes and the Legal Slugfest Begins  
*Hodgson Russ Non-Compete, Non-Solicit, and Trade Secrets Alert*, April 24, 2024

New York State's "Freelance Isn't Free" Act – What Employers Need to Know  
*Hodgson Russ Labor & Employment Alert*, April 18, 2024

Employees Enjoy a Private Right of Action Under Changes to New York City Earned Safe and Sick Time Act  
*Hodgson Russ Labor & Employment Alert*, March 7, 2024

NY General Obligations Law Amended to Limit Further Pro-Employer Provisions in Settlement Agreements  
*Hodgson Russ Labor & Employment Alert*, January 23, 2024

New Year - New Statute of Limitations for Complaints filed with the New York State Division of Human Rights  
*Hodgson Russ Labor & Employment Alert*, December 29, 2023

New York State Increases Minimum Wage and Modifies Other Salary Requirements  
*Hodgson Russ Labor & Employment Alert*, December 22, 2023 - CORRECTED\*

Wage Theft In New York Is Now Criminal Larceny  
*Hodgson Russ Labor & Employment Alert*, October 3, 2023

New York State Bans Employee Captive Audience Meetings  
*Hodgson Russ LLP Labor & Employment Alert*, September 28, 2023

OSHA Launches National Emphasis Program Targeting Warehousing and Distribution Operations  
*Hodgson Russ Occupational Safety & Health Act Alert*, August 8, 2023

## **Presentations & Events**

39th Annual School Client Conference  
M-Hotel Buffalo, 2040 Walden Ave, Buffalo, NY 14225, January 12, 2024

28th Annual Labor and Employment Conference  
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, November 8, 2023

Transparency is Key – From Job Postings to Notice Requirements, How Employers Must be More Transparent Than Ever  
May 15, 2023

Kinsey O'Brien, Thomas Grenke Speak On Transparency in Job Postings  
UB Law Alumni Association, Inc., March 15, 2023

38th Annual School Client Conference  
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, January 13, 2023

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27th Annual Labor & Employment Conference  
Buffalo Marriott Niagara 1340 Millersport Hwy, Amherst, NY 14221, January 12, 2023

### **Professional Affiliations**

- Bar Association of Erie County, Labor Law Committee
- Canadian Association of Counsel for Employers
- Ontario Human Resources Professional Association

### **Community & Pro Bono**

- Entrepreneurial Mentor, Buffalo Niagara Medical Campus Innovation Community Success Mentor Program