



Jeffrey S. Horton Thomas

Partner

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Jeffrey is a California employment law litigator and counselor with broad experience throughout the field. He is highly regarded for his sound, practical judgment and tactical skills.

Jeffrey defends employers in class actions and representative actions under the California Labor Code Private Attorneys General Act (PAGA).

He also regularly represents employers in lawsuits and arbitrations involving single plaintiff claims including:

- Wage and hour violations, including off-the-clock work, unpaid overtime wages, meal and rest break issues.
- Disability accommodation and discrimination.
- Harassment on grounds of gender, race, sexual orientation, age, disability and ethnicity.
- Sexual assault and battery.
- Discrimination based on gender, race, sexual orientation, age, disability and ethnicity.
- Wrongful termination.
- Retaliation.
- Violations of the California Family Rights Act, Pregnancy Disability Leave Law, and Family Medical Leave Act.
- Pay equity.

Jeffrey has extensive experience in trade secret misappropriation, unfair competition and restrictive covenant disputes involving non-solicitation and non-competition issues.

Jeffrey aims to minimize client exposure before problems arise. He implements effective arbitration, nondisclosure, and employment agreements, supplies sound personnel practices and policies, and advises clients in managing high-risk employees and personnel decisions.

As Practice Management Partner of the firm's national Labor & Employment Department, Jeffrey participates in the Department's leadership.

Services

- Labor & Employment
- Employment Litigation
- Employment Class Actions

- Wage & Hour Compliance
- Trade Secrets & Restrictive Covenants
- Hospitality
- Employment Counseling, Policy Development & Audits
- Labor Management Relations

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.

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
- Beverly Hills Bar Association
 - Labor and Employment Law Section, former Executive Committee Member and Officer
- Soho House – all houses member

Board of Directors

- Employment Roundtable of Southern California – Board of Directors (2019-21)
- Step Up, Los Angeles – Board of Directors (2019-20)
- West Hollywood Chamber of Commerce – Board of Directors (2017)

Honors & Awards

- Selected to the "Best Lawyers in America" list for Litigation - Labor & Employment (2016-2026) and Employment Law - Management (2023-2024) in Los Angeles, CA by *Best Lawyers*
- Selected to the list of "Labor & Employment Stars" in California by *Benchmark Litigation* (2020-2022)
- Named an "Employment Law Trailblazer" by *The National Law Journal* (2019)
- Listed among "Top Litigators and Trial Attorneys" across all practice areas, *Los Angeles Business Journal* (2019)
- *Super Lawyers* Magazine, Southern California - Employment Litigation Defense (2014-2026)
- *Martindale-Hubbell*, AV Preeminent