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Practice Areas
Labor & Employment
Employee Benefits
Health Care
Class Actions

Thomas P. Gies is a founding partner of Crowell & Moring LLP's Labor and Employment practice group and leader of the firm's ERISA litigation team. In addition to employee benefits matters, Tom's practice concentrates on complex litigation of a variety of labor and employment law matters, including class actions.

Tom's ERISA experience has encompassed a variety of issues involving retirement and 401(k) plans. He is counsel of record for respondents in *LaRue v. DeWolff Boberg & Associates, et al*, 128 S. Ct. 1020 (Feb. 22, 200), a significant ERISA remedies case. Tom also has significant experience in litigating a variety of issues involving ERISA welfare plans, including: retiree medical plan disputes; benefit claims litigation; and ERISA preemption of common law claims against employers, plan sponsors and fiduciaries. Tom's practice also involves the impact of corporate reorganizations and transactions on ERISA plans; prohibited transaction issues; ERISA Section 510 retaliation claims; and MPPAA withdrawal liability disputes. Tom's experience includes counseling numerous companies regarding employment law and ERISA issues presented in corporate transactions.

Tom is a member of the American Bar Association Sections of Labor and Employment Law and Litigation, and is a frequent seminar speaker on a variety of employment topics. Tom was recently a presenter at the ABA Employee Benefits Committee mid-winter meeting in New Orleans. Tom has authored numerous articles on employee benefits topics, including *The Maryland Wal-Mart Bill, Is It Preempted by ERISA?*, 32 Employee Rel. L. J. 3 (2006).

Tom is a graduate of the University of Notre Dame and received his J.D. from The George Washington University, where he was a member of *The George Washington University Law Review*. Crowell & Moring has more than 400 lawyers with a significant national labor and employment practice, managed from our offices in Washington, D.C., New York and Southern California. Tom chaired the firm's labor and employment practice for many years.

Education

University of Notre Dame, 1972
George Washington University Law School, 1976

Affiliations

Admitted to practice: District of Columbia, Florida, the Supreme Court of the United States