



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