



Thomas P. Murphy

Principal
Washington, D.C. Region
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Practices

General Employment
Litigation
International Employment
Issues

Education

Vermont Law School
J.D., 1978

Clarkson University
B.S., 1974

Admitted to Practice

- U.S. Supreme Court, 2002
- U.S. Court of Appeals, DC Circuit, 1982
- 4th Circuit Court of Appeals, 1989
- DC - D.D.C., 2003
- Maryland - D. Md., 1988
- New York - E.D. N.Y., 2015
- New York - S.D. N.Y., 2015
- Virginia - E.D. Va., 1989
- Virginia - W.D. Va., 1991
- District of Columbia, 1981
- Maryland, 1988
- New York, 1978
- Virginia, 1989

Thomas P. Murphy is a Principal in the Washington, D.C. Region office of Jackson Lewis P.C. His practice focuses on representing employers in workplace law matters, including preventive advice and counseling.

Mr. Murphy has tried more than 65 jury trials in the last 38 years as a federal prosecutor and in private practice. In addition to a nationwide litigation practice, he routinely advises clients on the labor and employment law aspects of doing business in other countries, a subject on which he frequently speaks and writes.

Prior to entering private practice, Mr. Murphy was an Assistant United States Attorney for the District of Columbia where he served in the Chronic Offender Unit. He was the recipient of the US Department of Justice's Special Achievement Award for his successful prosecution of a number of cases of notoriety.

For four years, Mr. Murphy served as a Lieutenant in the U.S. Navy.

Honors and Recognitions

- Legal Elite for Labor & Employment Law, *Virginia Business Magazine* (2011-2012; 2014)
- Super Lawyers, Top 100: Virginia (2020)

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Professional Associations and Activities

- American Bar Association, Section of Labor and Employment Law, International Labor and Employment Law Committee and Practice and Procedure Under

the NLRA Committee

- American Employment Law Council (2010-present)
- Arlington Chamber of Commerce, Board of Directors (1989-1991; 1996-2005)
- College of Labor and Employment Lawyers, Fellow (2010)
- District of Columbia Bar Association
- District of Columbia Bar, Board on Professional Responsibility, Hearing Committee Ten, Chair (1989-1999)
- Leadership Arlington, Class of 2000
- Maryland Bar Association
- New York State Bar Association
- Prince George's County Bar Association, Chair of Labor and Employment Law Section (1991-1993)
- Virginia Bar Association
- Virginia CLE, Employment Law CLE Planning Committee (1986-present); Chair (2007-2009)
- Virginia Law Foundation, Committee on Legal Education, Member (2009-2019)

Pro Bono and Community Involvement

- Fairfax Symphony Orchestra, General Counsel (2008-present)
- Legal Services of Northern Virginia, Volunteer Attorney (2000-present)

Published Works

- *International Labor and Employment Laws, 4th ed.*, American Bar Association Section of Labor and Employment Law (2015; Supp. 2017) [Contributing Author]
- *Employment Law in Virginia, 3rd ed.* (2016) [Contributing Author]
- *How Arbitration Works, 6th ed.*, American Bar Association, Section of Labor and Employment Law (2008) [Contributing Author]
- *The Developing Labor Law, 5th ed.*, American Bar Association, Section of Labor and Employment Law (2006) [Contributing Author]

Speeches

- "Determining FMLA Leave: Key Concepts and Recent Developments," District of Columbia Bar CLE (Washington, DC, May 2019) (presenter)
- "Nuts and Bolts of Employment Discrimination Law," District of Columbia Bar CLE (Washington, DC, April 2019) (presenter)
- "Essential Trial Skills: Direct and Cross Examination," District of Columbia Bar CLE (Washington, DC, March 2019) (presenter)
- "Essential Trial Skills: Pretrial Motions and Opening Statements," District of Columbia Bar CLE (Washington, DC, March 2019) (presenter)
- "Essential Trial Skills: Closing Arguments and Post-Trial Motions," District of Columbia Bar CLE (Washington, DC, February 2019) (presenter)
- "Summary Judgment in the Rocket Docket: Bringing It and Fighting It," Federal Bar Association (Alexandria, VA, September 2018) (presenter)
- "Advising Clients on Sexual Harassment Law in the #MeToo Era," District of Columbia Bar CLE (Washington, DC, July 2018) (presenter)
- "How to Try an Employment Law Case to a Jury," A Five Part Course, District of Columbia Bar CLE (Washington, DC, April-June 2018) (Course Director and Moderator)
- "Employment Litigation Boot Camp," Association of Corporate Counsel National Capital Region (Washington, DC, May 2018)
- "Advanced Trial Techniques: Closing Argument and Post-Trial Motions," District of Columbia Bar CLE (Washington, DC, February 2018) (presenter)

- “Advanced Trial Techniques: Direct and Cross Examination,” District of Columbia Bar CLE (Washington, DC, January 2018) (presenter)
- “Advanced Jury Trial Techniques: Opening Statements,” District of Columbia Bar CLE (Washington, DC, November 2017) (presenter)
- “Nuts and Bolts of Employment Discrimination Law,” District of Columbia Bar CLE (Washington, DC, June 2017) (presenter)
- “Common Ethical Traps Facing In-House Counsel in Retail,” Food Marketing Institute’s Annual Legal Conference (Austin, TX, April 2017) (presenter)
- “Determining FMLA Leave: Key Concepts and Recent Developments,” District of Columbia Bar CLE (Washington, DC, March 2017) (presenter)
- “The Top 10 Issues U.S. Employers Should Know About Foreign Employment Laws,” District of Columbia Bar CLE (Washington, DC, February 2017) (presenter)
- “Hot Topics in Employment Law,” Virginia Bar Association CLE (Charlottesville, VA, October 2016) (presenter)
- “Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission,” District of Columbia Bar CLE (Washington, DC, October 2016) (presenter)
- “Litigating an Employment Discrimination Case: Procedures, Tips and Strategies,” District of Columbia Bar CLE (Washington, DC, September 2016) (presenter)
- “Nut and Bolts of Employment Discrimination Law,” District of Columbia Bar CLE (Washington, DC, June 2016) (presenter)
- “Ethical Issues in Employment Law,” Virginia CLE 25th Annual Employment Law Update (McLean, VA, May 2016) (presenter)
- “The Hiring Process: Forms and Checklists to Help You and Your Client,” District of Columbia Bar CLE (Washington, DC, April 2016) (presenter)
- “Employment Law Ethics,” Virginia CLE (Charlottesville, VA, March 2016) (presenter)
- “Determining FMLA Leave: Key Concepts and Recent Developments,” District of Columbia Bar CLE (Washington, DC, March 2016) (presenter)
- “Pregnancy Discrimination Claims After Young v. UPS,” District of Columbia Bar CLE (Washington, DC, January 2016) (presenter)
- “Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission,” District of Columbia Bar CLE (Washington, DC, November 2015) (presenter)
- “Nuts and Bolts of Employment Discrimination Law,” District of Columbia Bar CLE (Washington, DC, June 2015) (presenter)
- “Ethical Issues in Employment Litigation,” Virginia CLE (Richmond, VA, May 2015) (presenter)
- “Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission,” District of Columbia Bar CLE (Washington, DC, April 2015) (presenter)
- “Ethical Issues in the Trial of an Employment Case,” Lawline (New York, NY, January 2015) (presenter)
- “Effective Use at Trial of Interrogatories, Document Requests and Requests for Admission,” District of Columbia Bar CLE (Washington, DC, October 2014) (presenter)
- “The Affordable Care Act: Ten Things Today’s Labor and Employment Lawyer Needs to Know and Why,” Virginia Bar Association’s 44th Annual Conference on Labor and Employment Law (National Harbor, MD, September 2014) (presenter)
- “Employment Law Ethics,” Virginia CLE 23rd Annual Employment Law Update (Fairfax and Richmond, VA, May 2014) (presenter)
- “The Hiring Process: Forms and Checklists to Help You and Your Client,” District of Columbia Bar CLE (Washington, DC, April 2014) (presenter)