

## Attorney Bio



[tlenz@aalrr.com](mailto:tlenz@aalrr.com)

### Cerritos

12800 Center Court Drive  
Suite 300  
Cerritos, CA 90703  
**562-653-3200**  
562-653-3333 fax

## Thomas A. Lenz

Partner

Thomas Lenz is a partner handling all aspects of labor and employment law issues from the firm's Cerritos and Pasadena offices. He heads the firm's traditional labor and National Labor Relations Board practices. He works with employers in all major industries across California and the West. Mr. Lenz currently serves on the Executive Committee of the Labor and Employment Section for the State Bar of California. He also serves as a Lecturer in Law, teaching at the USC Gould School of Law.

Mr. Lenz began his law practice with the National Labor Relations Board, Region 21, in Los Angeles, where he investigated and tried unfair labor practice cases, ran workplace elections, and acted as an administrative hearing officer. Mr. Lenz was assigned difficult cases, including numerous charges involving SEIU's Justice for Janitors campaign activity throughout Los Angeles. The majority of his cases required work in the Spanish language. He received a formal commendation for his performance from the Agency's General Counsel.

Since joining the firm in 1992, Mr. Lenz has handled a vast array of complex labor and employment matters, often working on the cutting edge of developing legal issues in a variety of industries. Much of Mr. Lenz's efforts involve advising, training, and developing strategies to prevent workplace issues from developing into crises for employers. His practice involves day-to-day hiring and discipline issues; preparing policies and contracts; supervisory training on a wide variety of issues; union avoidance strategies for non-union clients; collective bargaining strategies and grievance handling for unionized clients; review of duties and strategies for corporate transactions involving unionized companies; actions to compel arbitration; defending against arbitration demands; and dealing with workplace disruption caused by labor disputes, picketing, and strikes. Mr. Lenz brings the real world perspective of a former NLRB agent, someone who grew up working in a family business, and someone who has worked in both union and non-union environments to help achieve each client's goals. He also actively litigates labor and employment matters in arbitration, before agencies, and in the courts.

### Education

Mr. Lenz received his undergraduate degree from Marquette University and his law degree from the Louisiana State University Law Center. He studied in Spain during college (Universidad Complutense de Madrid) and in France during law school (Universite d'Aix-en-Provence).

### Awards and Recognitions

Mr. Lenz has been honored as one of the Top One Hundred Labor Attorneys in the United States by Labor Relations Institute, Inc., a leading industry information source.

### Representative Matters

- Issues Mr. Lenz has litigated for firm clients include:
- Defense of employee discharges and discipline
- Union misconduct
- Collective bargaining obligations
- Bargaining under construction industry rules
- Voter eligibility formula for workplace elections
- Court appeals of NLRB rulings

- Pursuit of attorney fees against the NLRB
- Picketing, bannering, and strike activity
- Union jurisdictional disputes
- Prevailing wage obligations
- Protection of employer speech rights on workplace issues

### **News/Media, Publications and Speaking Engagements**

Mr. Lenz's articles on labor and employment law topics have been featured in California Lawyer magazine, Construction Executive, the National Club Association's Club Director magazine, and the Association of Workplace Investigators Journal, as well as other publications. He is a contributing editor of a leading labor law treatise, The Developing Labor Law.

Mr. Lenz regularly presents seminars and training throughout California and other states. He is a frequently consulted source for reporters on labor and employment topics. Mr. Lenz helps the State Bar's Labor and Employment Law Section coordinate the "Your Legal Rights" program on KALW-FM (San Francisco), a weekly radio show which is broadcast state-wide on public radio and on kalw.org. Mr. Lenz has made several appearances on the show.

---

### **Practice Areas**

**Labor Relations & National Labor Relations Board Cases**  
**Employment Law**

---

### **Education**

Louisiana State University (J.D.)  
Marquette University (B.A.)

---

### **Bar Admissions**

Alaska  
Arizona  
California  
District of Columbia  
Illinois  
Oregon  
Washington  
All California federal courts  
Ninth Circuit Court of Appeals  
United States Supreme Court  
District of Columbia Circuit Court of Appeals  
District of Arizona  
District of Alaska  
Western District of Washington

---

### **Memberships and Affiliations**

Marquette University Alumni Club of Southern California (Past President and current Board Member)  
Associated Builders and Contractors (National Legislative Committee Member)  
Orange County Industrial Relations and Research Association (Board Member)  
San Gabriel Valley Economic Partnership (Board Member)  
International Institute of Los Angeles (Secretary)  
State Bar of California Labor and Employment Section (Executive Committee Member)  
National Club Association (Board Member)  
Orange County Labor and Employment Relations Association/OC LERA (Past President and current Board Member)

---