Holland & Hart



PRACTICES

Environmental Health and Safety
Employment and Labor

EDUCATION

Sandra Day O'Connor College of Law, Arizona State University, J.D., 2022
cum laude
Carstens Foundation Merit Scholarship Honoree
CALI Award - Criminal Law

Arizona State University, B.A., 2007

BAR ADMISSIONS

Arizona
Colorado

COURT ADMISSIONS

Arizona Supreme Court
U.S. District Court for the District of Arizona
Colorado Supreme Court
U.S. District Court for the District of Colorado

Tyler Thomas

Associate

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Tyler helps employers navigate complex workplace challenges with practical, results-driven solutions.

Tyler defends employers in a wide range of employment litigation matters and workplace safety proceedings across multiple jurisdictions. He represents clients in discrimination, harassment, and retaliation claims under federal and state employment laws, as well as wage and hour disputes and wrongful termination cases. Tyler has extensive experience defending employers in OSHA matters, including representing clients during inspections, contesting citations in administrative hearings, and appealing decisions to federal and state courts of appeal.

Tyler also provides proactive employment counseling to help employers navigate workplace challenges, including conducting due diligence for mergers and acquisitions, drafting employment policies and handbooks, and advising on terminations and layoffs. His extensive law enforcement background provides valuable perspective when handling workplace investigations and complex employment matters.

Before joining Holland & Hart, Tyler was an associate at Snell & Wilmer, where he focused on employment law and OSHA defense. Prior to his legal career, Tyler served for 12 years as a police officer with the City of Scottsdale, Arizona.

EXPERIENCE

Employment Litigation

- Class / Collective Actions
- Discrimination, Harassment, and Retaliation (federal / state / local law)
- Breach of Contract
- Employment-related Torts
- Defamation
- Wrongful Discharge / Whistleblower

HR Counseling, Compliance, and Risk Management

- Accommodations, Disabilities, Leaves
- Employment Policies, Handbooks, and Manuals
- Executive Compensation and Employment Contracts
- Employment / Severance Agreements

- Employee Misconduct
- Hiring, Discipline, Performance Evaluations, and Terminations
- Internal Investigations
- OSHA, Workplace Safety, and Emergency Response
- Pay Practices and Independent Contractors
- Policy Violations
- Workplace Privacy and Data Security

Unfair Competition

- Noncompete and Restrictive Covenant Agreements
- Trade Secret Protection / Enforcement

Union Issues

- Determining Bargaining Units
- Grievances and Arbitrations
- Negotiating Collective Bargaining Agreements
- Responding to Strikes and Picketing
- Union Elections
- Unfair Labor Practice Charges (ULPs)

Wage and Hour Compliance

- Audits
- Contractor Classification
- Policies and Procedures
- Response to Government Investigations

PUBLICATIONS

"Heat-Related Injuries are This Summer's Hot Topic," *HR Daily Advisor*, May 2023

BLOG POSTS

"New Law Makes Heat Protections a Hot Topic for Colorado Employers," *The Pulse*, August 03, 2026

"Changes to Voting Leave Laws Will Affect Colorado Employers This Election Cycle," *The Pulse*, July 30, 2026

PROFESSIONAL AND CIVIC AFFILIATIONS

- Arizona Roofing Contractor’s Association (ARCA), Member
- National Utility Contractor’s Association (AZUCA) Arizona Chapter, Safety Committee Member
- Gilbert Chamber of Commerce, Member

- Gilbert Judicial Selection and Advisory Board, Member
- American Bar Association, Member