



Thomas M. Eden, III

Partner

"You may gain temporary appeasement by a policy of concession to violence, but you do not gain lasting peace that way."

-Sir Anthony Eden, Former British Prime Minister and Foreign Secretary to Winston Churchill

Tommy Eden's law practice is principally in the areas of Management Labor and Employment Law; Drug Testing Law (DOT Regulated and Non-Regulated) throughout the United States; defense of employers in federal court in all aspects of employment litigation including claims under Title VII, ADA, FMLA, FLSA, ADEA, and retaliatory discharge actions; defense of employers in charges brought with the EEOC, Wage and Hour Division, National Labor Relations Board, and the Department of Labor; and litigation over employee benefits under ERISA. He also counsels employers on Immigration compliance under the Alabama Immigration Act and conducting I-9 audits under the Federal Immigration Act.

Opelika

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West Point

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Practice Areas

> [Litigation; Employment Litigation Prevention and Defense](#)

Practice Emphasis

- Management Labor and Employment Law
- Employment Law Compliance Consultation and Training
- Workplace Drug Testing Law and Consultation
- Workplace Immigration Compliance and Training
- Civil Litigation
- Administrative Law
- Church Law and Consultation
- Union Avoidance

Bar & Court Admissions

- Alabama, 1980
- Georgia, 1981
- U.S. District Courts, AL & GA, 1980
- Eleventh Circuit Court of Appeals, 1981
- U.S. Supreme Court, 1983

Education

Professional Activities/Associations

- Member, Alabama State Bar
- Member, American Bar Association, Labor and Employment Law Section
- Member, American Employment Law Council
- Member, Birmingham Bar Association
- Member, Lee County Bar Association
- Member, State Bar of Georgia
- Member of Board of Directors, East Alabama SHRM Chapter
- Board Member, SAPAA
- Editor, SAPAA State Laws-at-a-Glance Blogs
- AV® Peer Review Rated By Martindale-Hubbell

Civic/Charitable Activities/Associations

- Board Member, Boys & Girls Club of Greater Lee County
- Auburn Bicycling Committee
- Boy Scouts of America
- Chattahoochee Council Board
- Auburn Kiwanis Club
- First Baptist Church of Opelika

Other Personal Background Information and Interests

Cumberland School of Law,
Samford University,
Birmingham Alabama

- J.D., 1980
- *cum laude*

Auburn University,
Auburn, Alabama

- B.A., 1976

- Enjoys road cycling, hiking and attending Auburn University football games. Tommy is married and has two sons.

Seminars & Presentations

- > Webinar: Employer Survival Guide to Marijuana in the Workplace
- > Webinar: Top 12 Harassment Landmines and How to Avoid Them
- > WEBINAR - Courtesy of WPCI: FMCSA Drug and Alcohol Clearinghouse Coming Soon! (11:00 AM CDT)
- > WEBINAR - Courtesy of WPCI: FMCSA Drug and Alcohol Clearinghouse Coming Soon! (3:00 PM CDT)
- > (11:00 a.m. EDT)WEBINAR - FMCSA Drug and Alcohol Testing Clearinghouse Coming Soon!
- > (1:00 p.m. EDT) WEBINAR - FMCSA Drug and Alcohol Clearinghouse Coming Soon!
- > ALABAMA: Guns in the Parking Lot Act - Dos and Don'ts
- > WEBINAR: When "High" Employees Go To Work: 5 Steps To Dealing With Marijuana In The Workplace
- > April 26, 2013 - WEBINAR: Untangling the New Form I-9
- > April 18, 2013 - WEBINAR: Untangling the New Form I-9
- > April 16, 2013 - WEBINAR: Untangling the New Form I-9
- > WEBINAR: Untangling the New I-9 Form - Thursday, April 4, 2013

ATLANTA, GA ▪ ASHEVILLE, NC ▪ AUSTIN, TX ▪ BIRMINGHAM, AL ▪ BOSTON, MA ▪ CHICAGO, IL ▪ COLUMBIA, SC ▪ DALLAS, TX ▪ DENVER, CO
FAIRFAX, VA ▪ GREENVILLE, SC ▪ JACKSONVILLE, FL ▪ KANSAS CITY, MO ▪ LAKELAND, FL ▪ LOS ANGELES COUNTY, CA ▪ MACON, GA
MADISON, WI ▪ NASHVILLE, TN ▪ NEW YORK, NY ▪ OPELIKA, AL ▪ PORT ST. LUCIE, FL ▪ PRINCETON, NJ ▪ ST. LOUIS, MO ▪ TAMPA, FL
VENTURA COUNTY, CA ▪ WEST POINT, GA ▪ WINSTON-SALEM, NC