

# Snell & Wilmer

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## Tyler V. Thomas

Associate | Phoenix

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### Main Bio

Tyler Thomas focuses his practice in employment law with an emphasis in defending employers protesting federal- and state-issued Occupational Safety & Health Administration (OSHA) citations, resolving and contesting citations in federal and state administrative hearings, and assisting with appealing administrative decisions to the OSHA Review Board and federal or state Courts of Appeal. He counsels employers in other OSHA related matters, including drafting and reviewing safety and compliance programs.

Tyler's employment practice also includes defending and advising employers in regard to claims brought by or on behalf of their employees, including such claims as sexual harassment, employee retention, hiring practices, wrongful discharge, and internal investigations among numerous other areas intended to educate and motivate supervisory personnel in the proper handling of workplace issues.

Prior to starting his legal career, Tyler served as a police officer for the City of Scottsdale in Arizona.

### Education

- Arizona State University, Sandra Day O'Connor College of Law (J.D., *cum laude*)
  - Carstens Foundation Merit Scholarship
  - CALI Award: Criminal Law
  - J. Reuben Clark Law Society
  - Scholar, Leadership Council on Legal Diversity
- Arizona State University (B.A., Biochemistry)

### Professional Memberships & Activities

- Gilbert Chamber of Commerce (2023-Present)
- Gilbert Judicial Selection and Advisory Board
- American Bar Association

### Representative Presentations & Publications

- ["U.S. Department of Labor Issues New Final Rule for Classifying Independent Contractors, Effective March 11, 2024,"](#) Co-Author, Snell & Wilmer Legal Alert (January 12, 2024)
- "Nevada OSHA SVEP", Co-Presenter, Snell & Wilmer Webinar (December 7, 2023)

- "[Nevada OSHA Adopts New, "Punitive Severe Violators Enforcement Program"](#)," Co-Author, Snell & Wilmer Legal Alert (November 28, 2023)
- "[DOL Working Overtime To Increase Salary Exemption Threshold](#)," Co-Author, Snell & Wilmer Legal Alert (August 31, 2023)
- "[Heat-Related Injuries Are This Summer's Hot Topic](#)," Author, HR Daily Advisor (May 30, 2023)

## **Previous Professional Experience**

- Town of Gilbert Judicial Selection and Advisory Board, Citizen Volunteer (2021-Present)
- Struck Love Bojanowski & Acedo PLC, Law Clerk (2021)
- The Rosenstein Law Group, Intern (2020-2021)
- Littler Mendelson, Summer Associate (2020)
- Arizona Legal Center, Volunteer (2019-2020)
- City of Scottsdale, Police Officer (2007-2019)

## **Bar Admissions**

- Arizona

## **Court Admissions**

- Supreme Court of Arizona
- United States District Court, District of Arizona

## **Client News**

- Snell & Wilmer Represents Lumifi in Acquisition of Castra