



Bonnie J. Thomas | Associate

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LICENSURE	WV
EDUCATION	J.D. Loyola University New Orleans, magna cum laude

Bonnie Thomas focuses her practice in the areas of labor and employment law and general civil litigation. In her practice, she advocates for her clients on disputes arising under federal and state employment laws, assists clients in interactions and disputes with unionized workforces, and counsels clients on compliance with state and federal laws. She is also a member of the firm's National Labor Relations Team.

Bonnie regularly relies upon both her business and public relations education to understand the business impact of her work on her clients, as well as the impact on human capital. Bonnie works with clients in areas of employment law, traditional labor, and human resources management to assist in the development of strategic human resources policies and plans.

REPRESENTATIVE EXPERIENCE

Successfully defended mental healthcare provider on claims of intentional infliction of emotional distress

Successfully defended manufacturer in union arbitration for wrongful termination

Represented various employers in defense of EEOC and Fair Housing Act discrimination charges

Represented long term care facility clients on claims of disability discrimination and FMLA retaliatory discharge

Represented not-for-profit youth residential facility in wage and hour class actions in both federal and state court

Provided pre-trial support for clients involving claims of age, race, and sexual discrimination

Represented hospital in wrongful termination grievance through arbitration

Assisted manufacturing client in strike planning and preparation

Assisted clients in collective bargaining, responding to grievance and unfair labor practice information requests, and pre-union campaign training for managers

Defended rental property owner in claim of discrimination before the West Virginia Human Rights Commission

Defended large oil and gas company against allegations of sexual harassment

Secured summary judgment for youth residential facility on claims of disability discrimination and retaliatory discharge

Represented large publishing and media company in matters involving alleged defamation and libel

WORK EXPERIENCE

- 2018 Steptoe & Johnson PLLC
- 2017 Summer Associate, Kelly, Hart & Pitre, L.L.P.
- 2017 Summer Associate, Krebs Farley, P.L.L.C.
- 2016 Legal Clerk, Orleans Public Defenders

MEMBERSHIPS AND AWARDS

PROFESSIONAL

2022-2025 West Virginia State Bar Young Lawyer District Representative for Harrison, Doddridge, and Lewis counties

Harrison County Bar Association

Order of the Barristers, 2017-2018

Member, Loyola Law Review

William L. Crowe, Sr. Scholar (Graduated Top 10)

Outstanding Law Clinic Student (New Orleans Association for Women Attorneys)

President, Trial Advocacy Board

INDUSTRY/CIVIC

2021-2022 Participant, Leadership Harrison (Harrison County Chamber of Commerce)

President, Bridgeport Kiwanis Club

2021-2022 Bylaws Committee Member, Maple Lake Club, Inc.

Board of Directors, Job Squad, Inc.

Board of Directors, Secretary, Lasting Impressions Child Development Center