HUSCH BLACKWELL



Thomas J. Cedoz

PARTNER

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OVERVIEW

Based in Metro Detroit, Tom defends clients in labor and employment lawsuits, contract disputes, and other commercial litigation matters. He practices from Commerce Township, Michigan as a member of our virtual office, The Link.

As a young teen, Tom discovered a fascination with law when his mother attended law school: he enjoyed studying her material so much that he knew he had to make a career here himself. After earning his law degree, he quickly realized that he should focus his practice on litigation because he thrived on the fast pace and the competitive element. Tom loves nothing more than putting a case together and winning for clients.

Tom's practice could be best characterized as universal litigation: he's on hand to defend a client in any case that arises, whether in state or federal court. He has a special concentration in labor and employment matters, particularly collective actions under the Fair Labor Standards Act (FLSA) and noncompetition litigation. Tom also often works to resolve supplier contract disputes. He's experienced with both jury and bench trials and thrives on the adrenaline of the courtroom.

While Tom represents clients in diverse fields, he works most often with the healthcare and manufacturing industries. Both are worlds he knows firsthand after growing up with a mother who was first a nurse and now the general counsel of a hospital system, as well as a father who managed a steel company in Detroit. He has represented hospitals in numerous matters, including physician terminations and OSHA

Industries

Manufacturing
Technology
Transportation

Services

Artificial Intelligence
Class Action Defense
Employment Class & Collective Actions
Employment Litigation Defense
ERISA & Employee Benefits Litigation
Labor & Employment
Litigation & Alternative Dispute Resolution
Staffing, Recruiting, and Workforce Solutions
Traditional Labor Relations
Workplace Safety & Health

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violations, and often defends automotive manufacturers and logistics companies in a variety of litigation.

Tom is known as a highly responsive and reachable attorney, but what clients value most is his emphasis on knowing their businesses. Tom places a high value on understanding clients' industries, as well as their own specific organizations, cultures, and business needs. He's known for visiting client facilities and working to gain an inside view of how a business runs—knowledge that makes him a more effective litigator and a better defender of client interests.

Experience

- Successfully defended government contracting client from a claim of breached partnership and contractual obligations by a subcontractor for $3.7 million after five-day arbitration hearing.
- Obtained summary disposition for bank client on claims involving Michigan's Whistleblower Protection Act and wrongful termination in violation of public policy.
- Defended employers in Department of Labor audits involving the Fair Labor Standards Act and the McNamara-O'Hara Service Contract Act.
- Counseled and represented employers in administrative and civil litigation for employment discrimination, retaliation and unfair labor practices under federal and state laws, including the Family and Medical Leave Act, Americans with Disabilities Act, Employee Retirement Income Security Act, National Labor Relations Act, Fair Labor Standards Act and Title VII of the Civil Rights Act.
- Successfully represented commercial tenants against property insurer's subrogation bid over a $1.2 million building fire. Insurer's bid rejected on appeal.

Recognition

- Michigan Lawyers Media, Up & Coming Lawyer, 2025
- Michigan Super Lawyers, Rising Stars, 2023-2025

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Education

- J.D., University of Kansas School of Law
  - *Kansas Journal of Law and Public Policy*, Staff Editor
- B.S., Miami University Farmer School of Business
  - Business Economics

Admissions

- Michigan
- Ohio
- U.S. District Court, Western District of Michigan
- U.S. District Court, Eastern District of Michigan
- U.S. District Court, Northern District of Ohio
- U.S. Court of Appeals, Sixth Circuit

Thomas is associated with the Milwaukee office for telephone and mailing purposes only. He is not admitted in Wisconsin.

Community Leadership

- Southwest Michigan First
- Parks Board, City of Portage, Michigan

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*Thomas works remotely and is licensed in Michigan, practicing in Novi. Contact Thomas via email or phone for in-person/virtual meetings. Use our Milwaukee address for mail/deliveries only (not licensed in Wisconsin).

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2025 Pro Bono Contributor

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