

SHAWE

ROSENTHAL LLP



Parker E. Thoeni

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Parker Thoeni represents management in employment litigation in state and federal courts, and in administrative proceedings before federal, state, and local administrative bodies. Parker also provides advice and counsel to employers regarding personnel matters.

Parker litigates a broad range of labor and employment disputes; he focuses the majority of his time on litigation involving employee mobility (common law tortious interference and non-competition and non-solicitation agreements), confidentiality agreements and trade secrets, as well as wage and hour class and collective actions. Parker advises clients on all aspects of the employment relationship, including employee leave, reasonable accommodations, discrimination, harassment, and retaliation, wages and hours, restrictive covenants, executive employment agreements, misappropriation of confidential, proprietary, and trade secret information, and development of personnel policies. Parker routinely oversees and conducts internal investigations and provides both management and employee training on a variety of labor and employment laws. Parker is certified by the D.C. Office of Human Rights to provide sexual harassment training, as required by the D.C. Tipped Wage Workers Fairness Amendment Act of 2018. Parker has been a frequent speaker on medical marijuana in the workplace, as well as LGBTQ workplace rights. Parker represents employers in a variety of industries, including healthcare and pharmaceuticals, construction, professional services, food services, and manufacturing.

Before joining Shawe Rosenthal, Parker worked for a national labor and employment law firm. Parker began his career with the federal government representing management in labor and employment disputes.

Parker received his B.A. in Mathematics from Franklin & Marshall College and his J.D. from American University Washington College of Law, *cum laude*, where he was an editor of the Business Law Brief, a member of the Moot Court Honor Society Executive Board, and the Director of the National High School Moot Court Competition.

Practice Areas

- Unfair Competition, Restrictive Covenants and Trade Secrets Litigation
- Wage and Hour Compliance and Litigation
- Employment Litigation, including complex Class and Collective Actions
- Discrimination, Harassment and Retaliation
- FMLA/ADA/Workers' Compensation Leave Management
- Whistleblower Actions
- Human Resources Advice and Counseling
- Personnel Policies, Procedures and Handbooks
- Grievance and Labor Arbitration

Honors

- Chambers and Partners (Up and Coming), 2020
- Best Lawyers (Litigation- Labor and Employment), 2020
- Super Lawyers (Rising Stars), 2016-2018
- Department of Justice Public Service Award, 2012

Memberships

- American Bar Association
- Maryland State Bar Association

Education

- American University Washington College of Law, J.D., *cum laude*, 2008
- Franklin and Marshall College, B.A., 2005

Bar Admissions

- Maryland and District of Columbia
- United States District Court for the District of Maryland
- United States Courts of Appeals for the Fourth Circuit