



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

Opelika

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West Point

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West Point, Georgia 31833

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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 &

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.

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

- GA, 1980
- Eleventh Circuit Court of Appeals, 1981
- U.S. Supreme Court, 1983

Education

Cumberland School of Law,
Samford University,
Birmingham Alabama

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

Auburn University, Auburn,
Alabama

- B.A., 1976

News

- [Constangy, Brooks & Smith, LLP Expands Georgia and Alabama Presence](#)

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

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