STEARNS WEAVER MILLER

Thomas C. Raine



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PRACTICE AREAS

Labor & Employment

OVERVIEW

Thomas "Tom" Raine is an Associate in the Firm's Labor and Employment Department. He earned his J.D., "*cum laude*," from the University of Miami School of Law jointly with his M.B.A. from the University of Miami Herbert Business School.

During law school, Tom was a law clerk in the Firm's Labor and Employment Department, assisting employers in their defense of discrimination, retaliation, and wrongful termination claims among others. Tom was also a legal intern at the Miami-Dade State Attorney's Office. Additionally, he served as a Research Assistant where he assisted in conceptualizing two law review articles that aimed to define and propose solutions for the recent "Fake News" phenomenon through a media law perspective.

Tom is an active contributor to the Firm's labor and employment law blog, *BeLabor* the Point.

RECOGNITION

Best Lawyers: Ones to Watch, 2025-Present

PUBLICATIONS & PRESENTATIONS

Publications: The EEOC Final Rule on the Pregnant Workers Fairness Act Takes Effect BeLabor the Point Blog | June 2024

Publications: Take the Off-the-Shelf Employment Agreements... Off the Shelf BeLabor the Point Blog | June 2023

Events: Workplace Violence

Stearns Weaver Miller's 2022 Annual Miami Labor & Employment Law Seminar || October 2022

Publications: Florida's New Anti-Vaccine Mandate Law

BeLabor the Point Blog | November 2021

Publications: The 4-Day Workweek May Not Be A Pipe Dream After All... BeLabor the Point Blog | August 2021

Events: Breaking Through the Noise: Labor & Employment Issues Post-Pandemic Stearns Weaver Miller News Program Special || June 2021

Publications: Florida Provides Sweeping Pandemic Liability Protection for Businesses BeLabor the Point Blog | April 2021

Publications: Is Sex Addiction Discrimination a Thing? BeLabor the Point Blog | December 2020

Publications: Even Stuck at Home, Humans are Still the Best Recruiters BeLabor The Point Blog | May 2020

Publications: DOL Tells Employers: No Need to Include Many Employee Perks When Calculating Overtime BeLabor the Point Blog | December 2019

Publications: LGBTQ Rights in Employment: Does it Boil Down to the "Bathroom Use" Question Again? BeLabor the Point Blog | November 2019

Publications: Automation and the ADA BeLabor the Point Blog | September 2019

Publications: Pay for Travel Time? The Scenic Route to Work Won't Cost You BeLabor the Point Blog | August 2019

Publications: Religious Discrimination: Gone Today, Hair Tomorrow BeLabor the Point Blog | August 2019

Publications: Biometric Time Keeping and Employee Tracking – Thumbs Up or Down? BeLabor the Point Blog | April 2019

Publications: An Ounce of Benefits is Worth a Pound of Pay BeLabor the Point Blog | March 2019

Publications: Gambling at Work: Everybody Out of the (Office) Pool Daily Business Review | January 2019

Publications: Employing Workers with Student Debt? Bipartisan Bill Could Help. BeLabor the Point Blog | November 2018 Publications: Recruiting with Technology? Don't Forget the "Human" in Human Resources BeLabor the Point Blog | October 2018

Publications: You Fire Your HR Manager for Encouraging Employees to Sue. No Problem, right? Think Again BeLabor the Point Blog | October 2018

Publications: Kiwis Will Have the Protection of Paid Domestic Violence Leave. What About Floridians? BeLabor The Point Blog | September 2018

Publications: Do You Know What Your Employees Really Want? BeLabor The Point Blog | March 2018

Publications: Baseball's Winter of Discontent BeLabor The Point Blog | February 2018

Publications: "What Did You Make at Your Last Job?" – Is That Still a Question? BeLabor the Point Blog | February 2018

Publications: Morale Makes Money: How Starbucks Raised The Bar(ista)... Again BeLabor the Point Blog | January 2018

NEWSROOM

In the Media: Cuban American Bar Association Celebrates Hispanic Women Judges The Florida Bar | | August 2023

In the Media: Hear from Marlins, Fisher Island and EEOC leaders about post-COVID labor issues Miami Herald || June 2021

EDUCATION

J.D., *cum laude*, University of Miami School of Law, 2020 Dean's Full Merit Scholarship

Dean's List

M.B.A., University of Miami Herbert Business School, 2020

B.A., magna cum laude, Florida International University, 2016 Honors College

Phi Beta Kappa Honor Society

ADMISSIONS

Florida

United States District Courts for the Southern, Middle and Northern Districts of Florida