



Thomas R. Davies

Of Counsel

Lancaster, PA

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Services and sector groups

- Labor and Employment
- Public Contracts and Procurement
- Construction Claims and Disputes
- Construction

Tom advises employers and contractors on project delivery, workforce compliance, and dispute resolution. His work spans both construction-related matters and employment issues, including regulatory compliance, labor relations, and public contracting requirements such as prevailing wage.

With more than 40 years of experience, Tom has advised a robust range of clients throughout Central Pennsylvania and across the United States, integrating his knowledge of labor and employment law with construction law to provide practical, industry-specific guidance. He regularly works with construction companies and trade associations on regulatory issues and is often called upon to lead novel litigation matters.

Prior to joining McNees, Tom advised clients on labor, employment, and construction law matters in private practice. Earlier in his career, he served for more than 12 years with the National Labor Relations Board as a field examiner and trial attorney, investigating disputes and enforcing federal labor standards.

Representative experience

- Employers: Participated in oral argument on behalf of employer clients in the 3rd, 5th, 7th, and 11th Circuit Courts of Appeal, as well as rarely held oral argument before the National Labor Relations Board.
- Union decertification: Successfully guided six clients through the union decertification process without any meritorious unfair labor practice charges being filed.

Education

- Duquesne University School of Law, J.D.
- Lafayette College, B.A.

Admissions

- Pennsylvania
- U.S. Court of Appeals for the Third Circuit
- U.S. Court of Appeals for the Fifth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the 11th Circuit
- U.S. Court of Appeals for the District of Columbia
- U.S. District Court for the Eastern District of Pennsylvania
- U.S. Bankruptcy Court for the Middle District of Pennsylvania
- U.S. District Court for the Western District of Pennsylvania
- U.S. District Court for the Central District of Illinois
- U.S. District Court for the Northern District of Illinois

Professional and community involvement

- Keystone Chapter Associated Builders & Contractors, chapter attorney, former board chairman
- Elder Wayside Presbyterian Church

Speaking engagements

- Multiple Associated Builders and Contractors Attorney Conferences, 1995-2023
- Multiple Sessions on Construction Law Issues for Lorman Education Services, 2006-2014
- Construction Projects – The Good, The Bad and The Ugly, Construction Financial Management Association, May 2007
- Employment Issues, National Association of Home Builders Executive Officers Council, April 2005
- Employment Law Issues, CON-EXPO, March 2005