

Thomas A. Rueter

Associate

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OVERVIEW

Tom Rueter is an associate in the Commercial Litigation Department and a member of the firm's Commercial Litigation, Labor and Employment, and Insurance Coverage and Bad Faith practice groups. Tom represents businesses and individuals in a wide range of complex commercial disputes, with experience before trial and appellate courts. In the employment context, Tom regularly defends employers against employee claims alleging violations of both Massachusetts and federal statutes alleging race, sex, and age discrimination. He is experienced in defending against wage and hour claims, including class actions alleging violations of the Massachusetts Wage Act. He is experienced in both state and federal courts and regularly handles disputes in the Massachusetts Commission Against Discrimination. Tom also advises insurance companies in coverage disputes.

Prior to joining White and Williams, Tom served as a law clerk to United States District Judge Gerald J. Pappert on the United States District Court for the Eastern District of Pennsylvania and gained experience with federal class actions. During law school, Tom served as Lead Articles Editor for the *William & Mary Law Review*, as an Evidence teaching assistant, and was a member of the school's National Trial Team. Additionally, Tom completed a judicial internship with Judge L. Felipe Restrepo on the United States Court of Appeals for the Third Circuit and was a summer associate at a national law firm where he gained litigation experience in a wide range of practice areas. Before attending law school, Tom worked as an intellectual property paralegal in Boston.

PUBLICATIONS

The Massachusetts Pay Transparency Law Imposes New Obligations on Employers

Labor and Employment Alert, 10.28.25

Texas Court Halts NLRB's Proposed New Joint-Employer Rule

Labor and Employment Alert, 3.13.24

Spa Workers Entitled to Sunday Premium Pay Where Employer Also Sold Beauty

PRACTICES

Commercial Litigation

Insurance Coverage and Bad Faith

Labor and Employment

BAR AND COURT ADMISSIONS

Massachusetts

Pennsylvania

EDUCATION

William & Mary Law School, *cum laude*, JD

College of the Holy Cross, *magna cum laude*, BA

Products

Labor and Employment Alert, 9.14.23