HUSCH BLACKWELL



Tom O'Day

PARTNER

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OVERVIEW

Tom advises and represents employers through sophisticated labor and employment matters, with a particular focus on the healthcare and education sectors.

Tom provides measured counsel to hospitals, physician groups, health systems and individual providers regarding complex employment and medical staff matters. Clients value Tom's experience and practical guidance on day-to-day operations, growing business and navigating what can feel like the volatility of litigation. Tom assists employers with a full range of human resource issues, including:

- Employment and severance agreements
- Independent practitioner contracting
- Peer review matters
- Noncompete agreements
- Proactive compliance
- Policy handbooks
- Medical reporting obligations
- Healthcare Quality Improvement Act (HCQIA)
- Discrimination, harassment and wage claims

Industries

Education
Healthcare
Life Sciences

Services

Labor & Employment
Non-Competes & Restrictive Covenants
Healthcare Regulatory & Compliance Counseling
Healthcare Labor & Employment and Immigration
Traditional Labor Relations
Medical Staff & Governance

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Tom understands that proactive compliance is often the best and most cost-efficient defense, and works closely with clients to write policy, provide training, and meet or exceed regulatory benchmarks. He monitors legal trends in the healthcare industry and strategizes with clients on how best to grow a business in tandem with changing regulations. When investigation or litigation occurs, he's a fierce advocate for clients, helping them to resolve issues with minimum interruptions to daily operations while implementing best practices to avoid future litigation.

Experience

- Advises a large Catholic archdiocese on varied sensitive employment issues including disputes over employment contract terms, improvements to policy language to protect religious liberties and guidance on sensitive employee relations issues.
- Works with a statewide association of religious and independent schools regarding employment and policy matters important to the independence and operational needs of educational institutions.
- Negotiated professional services agreements on behalf of hospital-based physician group and multi-specialty physician group.
- Advised health care system regarding Fair Credit Reporting Act (FCRA) and conviction record claims from potential medical staff candidate.
- Represented health care system client in Service Employees International Union (SEIU)-Health Care Workers (HCW) negotiations and prepared for labor contract expirations.
- Assisted health care system client with workforce reduction.
- Defended health care system against health care whistleblower claim.
- Represented physician group in multi-year contract negotiations with health care system.

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Recognition

- *The Best Lawyers in America®*
  - Employment Law - Individuals, 2024-2027
  - Employment Law - Management, 2025-2027
  - Labor Law - Management, 2027
- *Chambers USA*
  - Labor & Employment, 2026
- *The Legal 500 United States*
  - Labor and employment: Workplace and employment counseling, Recommended lawyer, 2026

Education

- J.D., University of Wisconsin Law School
- M.S., University of Wisconsin-Madison
  - Education Policy and Leadership Analysis
- B.S., University of Wisconsin-Madison
  - Political Science
  - Phi Beta Kappa

Admissions

- Wisconsin
- U.S. District Court, Eastern District of Wisconsin
- U.S. District Court, Western District of Wisconsin
- Illinois

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Community Leadership

- Down Syndrome Association of Wisconsin, Past Board President
- University of Wisconsin, Carbone Cancer Center, Emerging Leadership Board
- American Cancer Society, Associate Board of Ambassadors
- Edgewood High School of the Sacred Heart Athletic Committee
- Edgewood Crusader Youth Athletics, Program Director



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