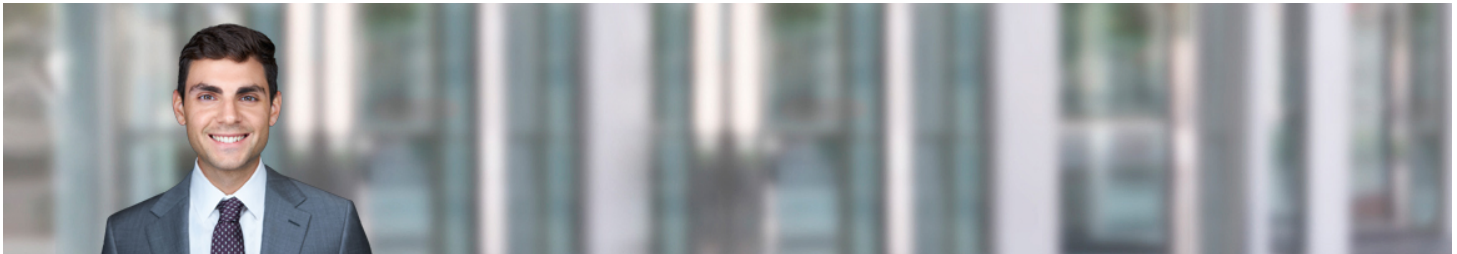


Thomas C. Raine



Associate

Miami Office

traine@stearnsweaver.com

Phone: 305-789-3309

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