



Thomas Mugavero

COUNSEL

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FALLS CHURCH

T: 703.280.9273

BIOGRAPHY

Mr. Mugavero is Counsel in our Community Associations group.

RECOGNITIONS

- Pro Bono Lawyer of the Year 2024, Legal Services of Northern Virginia
- *Washington, D.C. Super Lawyers*®, Business Litigation, Employment & Labor, Appellate (2013-2016)
- Pro Bono Lawyer of the Year 2020, Fairfax Bar Association

MEMBERSHIPS & ACTIVITIES

- Member: Virginia State Bar Association
- Member: Federal Bar Association
- Member: Fairfax Bar Association, Chair of the Pro Bono Committee
- Member: American Bar Association
- Former D.C. Bar Association Chair of the Council on Sections (2011-2013)

PRACTICES & INDUSTRIES

[Community Associations](#)

[Business Litigation](#)

[Appellate Practice](#)

[Tort & Insurance Litigation](#)

[Insurance](#)

[Labor and Employment Litigation](#)

EDUCATION

Georgetown University Law Center, 1989, J.D.

Georgetown University Law Center, 1989, M.S.F.S., cum laude

Yale University, 1985, B.A., with honors

ADMISSIONS

Virginia

District of Columbia

Maryland

U.S. District Court: Eastern District of Virginia

Business Litigation

- Represent companies in contract and business tort actions

Appellate Practice

- Argued issues of first impression before the Maryland Court of Appeals on condominium regulation and insurance coverage
- Has argued before the Virginia Supreme Court, the District of Columbia Court of Appeals, the Maryland Court of Appeals and Court of Special Appeals, the New York Appellate Division and the United States Courts of Appeals for the Fourth and the District of Columbia Circuits
- Argued a matter of first impression before the District of Columbia Court of Appeals on the scope of the Condominium Act
- Argued issues of first impression before the United States Court of Appeals for the Fourth Circuit on:
 - Fair Labor Standards Act and the relation between overtime pay and vacation leave;
 - Condominium conversions and the fiduciary duties of directors;
 - Fair Housing Act, religious discrimination and individual prayer spaces.

Selected appellate cases include:

- *Bristol University v. Accrediting Council*, Case No. 16-1637 (6/19/2017), U.S. Court of Appeals for the Fourth Circuit (accreditation)
- *Bridgforth v. Gateway Georgetown Condominium Association*, ___A.3d ___ (D.C. 2019)
- *Anderson v. Council of Gables*, 404 Md. 560; 948 A.2d 11 (Md. 2008);
- *Admiral Ins. Co. v. ACE Am. Ins. Co.*, No. 09-1389, 442 Fed. Appx. 738; 2010 U.S. App. LEXIS 1200 (4th Cir., 2009);
- *Mobil Oil Corp. v. Earhart Petroleum, Inc.*, No. 99-2093, 2000 U.S. App. LEXIS 8674; 42 U.C.C. Rep. Serv. 2d (Callaghan) 732 (4th Cir. 2000);
- *Karson v. American College of Cardiology*, No. 96-1680, 1999 U.S. App. LEXIS 25817 (4th Cir., 1997);
- *Williams v. 5300 Columbia Pike Corp.*, No. 95-2964, No. 95-3091, 103 F.3d 122 (4th Cir. 1996);

U.S. Court of Appeals: Fourth Circuit

U.S. District Court: District of Columbia

U.S. Court of Appeals: District of Columbia Circuit

U.S. District Court: Western District of Virginia

U.S. District Court: District of Maryland

- *Malone v. Saxony Coop. Apts., Inc.*, 763 A.2d 725 (D.C. 2000);
- *Hawthorne v. Canavan*, 756 A.2d 397 (D.C. 2000);
- *Massengale v. Pitts*, 737 A.2d 1029 (D.C. 1999);
- *Kelley v. Broadmoor Coop. Apts.*, 676 A.2d 453 (D.C. 1996).

Community Associations

- Advise and defend associations on claims of mold exposure and remediation
- Defend homeowners associations against claims of tenant misconduct and violations of the Fair Housing Act

Insurance Coverage & Defense

- Defend companies and individuals against claims of premises liability, negligence and personal liability

Labor & Employment Litigation

- Defend employers against claims of wrongful termination, unfair practices and employee discrimination

INSIGHTS

ABA Animal Shelter Law Symposium, Moderator, November 2022

Support and Therapy Animals: Legal Issues, Presenter, LeadingAge Virginia Annual Conference, June 2022

Yours, Mine, or Ours? Pet Ownership & Custody Laws, Presenter, Animal Welfare League of Arlington, July 2020

Anti-SLAPP Litigation 101 – Defending Freedom of Expression, On Demand Webinar, Co-Presenter, DC Bar Association, May 2020

Legal Issues Update, Co-Presenter, Boards Shaping the Future LeadingAge Maryland Governance Symposium, February 2015