



Jonathan Sterling

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Overview

Jon Sterling defends employers against claims by current and former employees, including claims of wrongful discharge, unpaid wages, and harassment. He appreciates that employment disputes often feel personal, and his goal is to relieve employers of both the legal and the emotional burden they face. His clients include schools, colleges, businesses, municipalities, and other organizations, as well as individuals who have been sued in employment-related litigation.

In court nearly every week, Jon defends employers in cases involving FLSA, FMLA, ERISA, freedom of expression, workers' compensation retaliation, and common law claims. He has obtained numerous dismissals of lawsuits, as well as of administrative complaints filed with the Connecticut Commission on Human Rights and Opportunities (CHRO). Jon routinely defends employers in CHRO and EEOC investigations and has successfully litigated against the CHRO in Superior Court.

Jon also provides proactive advice to help employers stay compliant with employment laws and avoid litigation. Each day, he assists employers with practical matters, including reviewing and drafting employee handbooks, employment agreements, noncompete agreements, and arbitration agreements, and advises them on a variety of issues, such as terminations, investigations, reductions in force, and wage and hour issues, and in developing areas like biometrics and medical marijuana. Jon also conducts management, sexual harassment, and other training for employers.

Jon also assists education clients with a variety of matters unique to their industry, including academic and student discipline issues. He routinely counsels educational clients on a wide variety of student, employment, and academic matters, from Title IX to bullying to vaping on campus. For example, in recent years, Jon has obtained judgments following trial for a university on claims brought by former students alleging hazing and alleged failure to pay an athletic scholarship.

Jon has a significant litigation practice outside of the employment and education arena as well. He has represented clients in a number of industries in cases involving contractual, negligence, and other disputes in state and federal court, including class actions.

Jon belongs to the Employers Counsel Network and is an editor and frequent contributor to the *Connecticut Employment Law Letter* and *50 Employment Laws in 50 States*. He serves as a co-author of the *ERISA Litigation Handbook*.

Experience

- *CHRO ex rel. Mills-Sanders v. Greenwich Premier Servs. Co.*, No. NWH CV23-6008390-S, 2023 WL 5543621 (Conn. Super. Ct. Aug. 22, 2023) (granting motion to strike housing discrimination complaint brought by CHRO).
- *Martinez v. City of Stamford*, No. 22-702, 2023 WL 3162131 (2d Cir. May 1, 2023) (affirming summary judgment in favor of employer as to all counts in discrimination lawsuit).
- *Kenneson v. Parker*, No. 3:20-cv-00988, 2022 WL 4448875 (D. Conn. Sept. 23, 2022) (granting motion for summary judgment as to all claims against university police officers).
- *Doe v. Wesleyan Univ.*, No. 3:19-cv-01519, 2022 WL 2656787 (D. Conn. July 8, 2022) (granting motion for summary judgment as to all claims, and imposing sanctions on plaintiff).
- *Martinez v. City of Stamford*, No. 3:20-cv-00174, 2022 WL 824638 (D. Conn. Mar. 17, 2022) (summary judgment granted as to all claims).
- *McEvoy v. Fairfield Univ.*, No. CV215045467S, 2022 WL 294328 (Conn. Super. Ct. Jan. 10, 2022) (dismissing all claims against defendants).
- *Dingle v. City of Stamford*, No. 3:20-cv-01732, 2021 WL 4477329 (D. Conn. Sept. 30, 2021) (granting motion to dismiss).
- *Cammarota v. Sacred Heart Univ., Inc.*, No. FBTCV196082929, 2020 WL 6712464 (Conn. Super. Ct. Oct. 20, 2020), affirmed by 209 Conn.App. 902 (2021) (summary judgment granted as to all claims, affirmed on appeal).
- *Heslin v. S. Windsor Bd. of Educ.*, No. HHDCV196112394S, 2021 WL 5707546 (Conn. Super. Ct. Nov. 9, 2021) (granting summary judgment as to all claims against clients).
- *Gagliardi v. Sacred Heart Univ., Inc.*, No. 3:17-cv-00857, 2019 WL 3202742 (D. Conn. July 16, 2019) (granting summary judgment as to all claims by former tennis coach under Title IX, Title VII, and EPA).
- *Doe v. Simsbury Bd. of Educ.*, No. HHDCV185051404S, 2019 WL 2142052 (Conn. Super. Ct. Apr. 12, 2019) (granting motion to strike public nuisance claim).

- *Gupte v. Watertown Bd. of Educ.*, No. 3:17-cv-00283, 2018 WL 4054880 (D. Conn. Aug. 24, 2018) (dismissing case in its entirety).
- *Reho v. Sacred Heart Univ., Inc.*, No. 3:16-cv-01692, 2017 WL 1014998 (D. Conn. Mar. 15, 2017) (granting partial dismissal).
- *Jauhari v. Sacred Heart Univ., Inc.*, No. 3:16-cv-00680, 2017 WL 819902 (D. Conn. Mar. 2, 2017) (limiting scope of comparator discovery in denial of tenure lawsuit).
- *Doe v. Trinity Coll.*, No. FSTCV175016597S, 2017 WL 7053895 (Conn. Super. Ct. Dec. 26, 2017) (sustaining objection to plaintiff's motion to sue anonymously).
- *DeLucia v. Sacred Heart Univ., Inc.*, No. FBTCV156049853, 2017 WL 4273404 (Conn. Super. Ct. Aug. 11, 2017) (judgment for defendants on all counts following bench trial).
- *Reid v. Town of W. Hartford*, No. CV156031283S, 2017 WL 5707522 (Conn. Super. Ct. Oct. 26, 2017) (dismissing CHRO's appeal of dismissal of public accommodation discrimination case).
- *Roberts v. Town of Orange, Dep't of Police Servs.*, No. AANCV166019852S, 2017 WL 4106132 (Conn. Super. Ct. Aug. 8, 2017) (granting summary judgment to defendant on all claims in employment discrimination case).
- *DeFusco v. Town of West Hartford*, No. 3:15-cv-00485, 2016 WL 1225496 (D. Conn. Mar. 28, 2016) (granting motion to dismiss claims in discrimination/retaliation case).
- *Skinner v. Martin*, No. CV146011250, 2015 WL 2261571 (Conn. Super. Ct. Apr. 22, 2015) (dismissing all claims in employment case).
- *Fasoli v. City of Stamford*, 64 F. Supp. 3d 285 (D. Conn. 2014) (granting summary judgment to defendant on all claims in employment discrimination/retaliation case).
- *McMahon v. Chubb Grp. of Ins. Cos.*, 553 F. App'x 85 (2d Cir. 2014) (affirming dismissal of unpaid wage claims).
- *Vega v. Sacred Heart Univ.*, No. 3:10-cv-01870, 2013 WL 2420329 (D. Conn. June 3, 2013) (judgment for defendant on all counts following bench trial).
- *Conn. Comm'r of Labor v. Chubb Grp. of Ins. Cos.*, No. 3:11-cv-00997, 2013 WL 836633 (D. Conn. Mar. 6, 2013).
- *Walsh v. Lebanon Bd. of Educ.*, No. 3:11-cv-00194, 2013 WL 425092 (D. Conn. Feb. 4, 2013).
- *Leichter v. Lebanon Bd. of Educ.*, 917 F. Supp. 2d 177 (D. Conn. 2013).
- *Conn. Comm'r of Labor v. Chubb Grp. of Ins. Cos.*, No. 3:11-cv-00997, 2012 WL 3443003 (D. Conn. Aug. 15, 2012).
- *Conn. v. Chubb Grp. of Ins. Cos.*, No. 3:11-cv-0099, 2012 WL 1110488 (D. Conn. Mar. 31, 2012).
- *Konspore v. Friends of Animals, Inc.*, No. 3:10-cv-00613, 2012 WL 965527 (D. Conn. Mar. 20, 2012).
- *Fitzgerald v. Chubb & Son Inc.*, No. 3:10-cv-00848, 2011 WL 2470701 (D. Conn. June 20, 2011).
- *Vega v. Sacred Heart Univ., Inc.*, 836 F. Supp. 2d 58 (D. Conn. 2011).

- *Worthington v. Carris Reels of Conn., Inc.*, No. 3:10-cv-00448, 2011 WL 3939005 (D. Conn. May 5, 2011).
- *Brooks v. Sweeney*, 9 A.3d 347 (Conn. 2010) (affirming summary judgment as to all claims against clients).
- *Konspore v. Friends of Animals, Inc.*, No. 3:10-cv-00613, 2010 WL 3023820 (D. Conn. Aug. 2, 2010).
- *Tehan v. Sacred Heart Univ.*, 388 F. App'x 42 (2d Cir. 2010).
- *Richardson v. Comm'n on Human Rights & Opportunities*, 532 F.3d 114 (2d Cir. 2008).
- *Sebold v. City of Middletown*, No. 3:05-cv-01205, 2007 WL 2782527 (D. Conn. Sept. 21, 2007).
- *Brooks v. Sweeney*, No. CV065005224, 2007 WL 1976089 (Conn. Super. Ct. June 12, 2007).
- *Goldfarb v. Town of West Hartford*, 474 F. Supp. 2d 356 (D. Conn. 2007).
- *Santoro v. Town of Hamden*, No. CV040488583, 2006 WL 2536595 (Conn. Super. Ct. Aug. 18, 2006).
- *Rivera v. Men's Wearhouse, Inc.*, No. 3:05-cv-01907, 2006 WL 1801705 (D. Conn. June 27, 2006).
- *Deguzman v. Kramer*, No. 3:04-cv-02064, 2005 WL 2030447 (D. Conn. Aug. 23, 2005).
- *Strohmeyer v. Metro. Life Ins. Co.*, No. 3:04-cv-01808, 2005 WL 3963770 (D. Conn. Nov. 15, 2005).
- *Strohmeyer v. Metro. Life Ins. Co.*, 365 F. Supp. 2d 258 (D. Conn. 2005).
- *Russ v. Town of Watertown*, No. 3:04-cv-00014, 2005 WL 734344 (D. Conn. Mar. 29, 2005).
- *McEwan v. Town of New Canaan*, No. 3:03-cv-01966, 2004 WL 1897116 (D. Conn. Aug. 20, 2004).
- *Jenkins v. Area Co-Op Educ. Servs.*, No. 3:99-cv-02371, 2004 WL 413267 (D. Conn. Feb. 25, 2004).

Areas of Focus

Practices

- Discrimination
- Education
- ERISA Employee Benefit Plan Litigation
- Insurance
- Intellectual Property
- Labor & Employment
- Life, Annuity, and Retirement Litigation
- Litigation and Trials
- Wage and Hour

Industries

- Insurance
- Property & Casualty Insurance
- Securities & Investment Companies

Insights

09.28.2023

NLRB Stacks Deck in Favor of Employees: Employers Must Play Cards Defensively or Go Bust

08.05.2023

Employers Should Prioritize Reviewing Their Handbooks in Light of New NLRB Decision

06.02.2023

NLRB Ratchets Up Campaign Against Noncompete Agreements

04.08.2023

Biden Administration Seeks to Prohibit Blanket Ban on Transgender Student Athletes

02.23.2023

NLRB New Rule Affects How All Employers Should Approach Severance Agreements and Other Employment Contracts

08.02.2022

New Cases Apply Title IX to Independent Schools: Tips for Schools and Next Steps

06.21.2021

New Salary Range Disclosure Law May Create Headaches for Connecticut Employers

05.26.2020

5 Employment Policies to Draft or Redraft With Coronavirus Hindsight

12.30.2019

Recession Preparation 101: Plan for Potential Layoffs Ahead of Time

02.13.2017

Worth the Wait?: SCOTUS to Hear Argument on Enforceability of Class Action Waivers in Employment Con

05.18.2016

DOL Raised The Bar: Final White Collar Overtime Exemption Rule Doubles Salary Threshold

10.30.2015

“Contractor?” I do not think that employers’ liability exclusion means what you think it means

07.28.2015

10 Tips for Minimizing Company Liability for Terminating Employees who Steal Trade Secrets

07.01.2015

Don’t Let Employee Trade Secret Thieves Turn the Table on You: Ten Tips for Minimizing Employment Liability

06.12.2015

Laid-Off Chicago Teachers Clear Class Certification Hurdles

05.01.2015

Exercise Prudence When Hiring Students

04.01.2015

Mandatory Direct Deposit a No-No

03.25.2015

Florida Court of Appeal: Photos on Facebook are Fair Game in Discovery

02.01.2015

Full Pay for Part-Time Work?

01.01.2015

The Aromatic Workplace

12.17.2014

NLRB Rejects Ban On Personal E-mail At Work

12.01.2014

Late FMLA Certification: A Problem For Employers or Employees?

11.01.2014

Must Mothers and Fathers be Treated Equally?

10.01.2014

Is my Business Covered by The CTFMLA?

09.01.2014

The Verdict on Using PTO for Jury Service

08.01.2014

'Voluntary' Meetings are a No-No

07.03.2014

How to Avoid Emerging Wage & Hour Risks: Exempt or Non-Exempt, Contractor Liability & Minimum Wage Hikes

07.01.2014

More than six months of leave? No way!

06.01.2014

Curbing FMLA Abuse

05.01.2014

Paid FMLA Leave Only for Execs May be Asking for Trouble

04.01.2014

Taking Advantage of Employer's Generosity?

03.31.2014

It May be Time to Update that Social Media Policy: FFIEC Releases Social Media Guidance

03.01.2014

The Perils of Firing an Older, Long-Tenured Worker

02.01.2014

Cracking Down On Long Lunches

01.01.2014

FMLA Leave For A Part-Timer?

12.01.2013

Overtime 'Oops': How Much Do We Owe?

12.01.2013

"Employer Not Required To Accommodate Sexually Harassing Volunteer

11.01.2013

We're Not Required To Pay For Jury Duty, Right?

10.01.2013

How Confidential Are Employee Evaluations?

09.01.2013

Are Parent's Employees Ours Under The FMLA?

08.01.2013

Smokers' Rights And E-Cigarettes

07.01.2013

A Potpourri Of Employment Law Issues

06.01.2013

Problem Employees, Problem Bosses

05.01.2013

Court Clarifies Interplay Between TTA and FEPA

04.18.2013

Supreme Court Finds Equitable Defenses Do Not Override ERISA Plan Terms

03.14.2013

Second Circuit Finds Jurisdiction Under ERISA to Decide Insurer's Counterclaim for Overpaid Plan Benefits

03.01.2013

Appeals Court Issues Three Decisions Of Note

02.01.2013

Nonpromotion Of Disciplined Officer Upheld

01.01.2013

Court Refuses To Go 'Looney' In Municipal Feud

11.01.2012

Court Says 'Tough Cookies' On Emotional Distress Claims

10.01.2012

State Supreme Court Decision Has Multistate Employers Saying 'Phew'

09.01.2012

For Employers, Christmas Came Early This Year

07.01.2012

How Does New Medical Marijuana Law Affect Employers?

06.01.2012

Appellate Court Kept Busy By Recent Case

03.06.2012

SEC and CFTC Issue Proposed Rules on Identity Theft

03.01.2012

Appellate Court Rejects Nurse's Wrongful Discharge Claim

02.01.2012

And The Appellate Court Taketh Away

01.05.2012

Recent Appeals Court Decisions Offer Good News to Employers

12.31.2011

50 Employment Laws in 50 States

12.25.2011

CTDOL Releases Guidance on Paid Sick Leave Law

11.09.2011

CHRO Procedures Changed

09.13.2011

Recent Case Not Good News For Employers

08.11.2011

Not All Facebook Postings Violate the NLRA

07.12.2011

Chro Closes Office of Public Hearings

06.06.2011

Gender Identity Bill Passes House

05.05.2011

Workers' Comp is Exclusive Remedy for Workplace Injury

04.08.2011

Employer Did Not Commit to Use Progressive Discipline

03.15.2011

Paid Sick Leave Law Being Considered

02.14.2011

Personnel Files Act Claims Dismissed

01.24.2011

Timing Alone Does Not Prove Retaliation

12.10.2010

Gender Change May Be a Physical Disability

11.11.2010

Judge Says WWE May Not Have Done Enough to Stop Sexual Harassment

11.11.2010

Judge Says WWE May Not Have Done Enough to Stop Sexual Harassment

10.10.2010

OSHA Proposes Steep Fines for Kleen Energy Disaster

09.09.2010

Some Bonuses Are Wages

08.15.2010

Lawsuits Must Be Filed Within Two Years of Chro Complaint

07.04.2010

All Out-of-State Employees May Count When Determining CTFMLA Coverage

07.01.2010

New Health Insurance Continuation Law Enacted

05.03.2010

'Unable to Socialize' Doesn't Necessarily Mean 'Unable to Work'

04.04.2010

Employees Must Visit CTDOL Before Filing CTFMLA Lawsuits

03.15.2010

Arbitration Agreement Upheld Over Employee's Objections

02.12.2010

Salesperson Not Subject to Administrative Exemption From Overtime Pay

01.25.2010

Getting The Message About E-Mail Monitoring

01.01.2010

Court Takes Tough FLSA Stance

12.12.2009

Think You Employ Professionals? Think Again

11.09.2009

Court Finds No ADA Liability Unless Accommodation Was Possible

10.10.2009

New Equal Pay Law In Effect

09.12.2009

Connecticut Enacts New Employee Leave Law

08.16.2009

Gender Stereotyping and Fear of a Lawsuit Not Grounds for Termination

06.12.2009

Injured Employees Are Not Necessarily Disabled Employees

04.15.2009

Connecticut Wage Payment Law Makes National News

03.16.2009

Chro Date Revealed

02.14.2009

Supreme Court to Evaluate NHFD's Promotional Exams

01.11.2009

Appeals Court Expands Free-Speech Defense

12.12.2008

Refusal of Examination is Grounds for Discharge

11.08.2008

Reliance on False Allegations of Misconduct

10.10.2008

Transgendered Employees May Have Recourse for Gender Stereotyping

09.08.2008

Only Town Council Can Create Employment Contract

09.01.2008

Update: Cort Convinces Court to Reconsider its Decision

08.19.2008

Nothing is Easy in HR These Days

08.16.2008

Refusing to Arbitrate Isn't Retaliatory

07.19.2008

Reservist Wins Court Battle

06.15.2008

Employee's Medical Information is Private

06.12.2008

CFEPA Requires Accommodation of Employees' Disabilities

05.28.2008

Employer's Demand to See Personal Phon Records is a Bad Call

04.19.2008

Can We Be Liable for After-Hours Harassment

04.16.2008

Smurfette's Claims Dismissed

04.10.2008

Employer Not Liable to "On Call" Employee

03.12.2008

Court OK's Tracking Employees in Company Vehicles

02.12.2008

Employer Deemed Less Than Accommodating

01.12.2008

Employer Not Powerless To Stop Departing Employees From Telling All

12.12.2007

A Primer On the CHRO Process

12.01.2007

Be Careful When Considering Pay Adjustments

11.11.2007

Rehab Center Must Clean Up Its Act, pay More Than \$1 Million in Fines

11.01.2007

Mandatory Flu Shots: Are You Shooting Yourself In The Foot?

10.10.2007

You Want My Honest Opinion? Connecticut High Court Says Yes

09.09.2007

Connecticut Employees Get Longer Period to File Discrimination Lawsuits

09.02.2007

Revoked "Paper Suspension" Qualifies as Adverse Action, Leading to Possible Litigation

08.20.2007

Connecticut Employers With Out-of-State Workers, Beware

08.20.2007

Connecticut Employers With Out-of-State Workers, Beware

08.09.2007

Use-it-or-Lose-it" Vacation Policy Upheld

07.01.2007

No Pay Required for Time Spent Clearing Plant Security, Says Appeals Court

07.01.2007

How To Help An Employee Resolve A Bad Situation

06.15.2007

Appellate Court Clarifies Jury Duty Leave Protection

06.12.2007

Arbitrator Upheld, Employee's Discharge for Downloading Information Set Aside

06.02.2007

GEICO Adjusters Say "Show Me the Money"

05.12.2007

Workplace Bullying Legislation Bill Being Considered by State Legislature

03.12.2007

Court Recognizes Broad Immunity for Municipal Officials

02.02.2007

Single-Employer Test Not Applicable to State-Law Unpaid Wage Claim

01.22.2007

Financial Services Sector Targeted In Litigation

01.15.2007

No Exculpatory Agreements for Independent Contractors

01.01.2007

Discrimination Laws Don't Apply to Clergy

12.16.2006

Connecticut Employees Can't Waive Negligence Claims

11.19.2006

Some Good News on Retaliation Claims

11.06.2006

Employees Can Still Sue After Winning CHRO Public Hearing

10.14.2006

Forfeiture Clause Was Really a Noncompete

09.15.2006

Burden of Proof is Squarely on Employees in Discrimination Cases

09.14.2006

Departing Employees may Be Held Liable for Deleting Files

08.12.2006

Accumulated Sick Leave Defined Under CTFMLA

07.19.2006

Court Finds Employer Duty-Bound To Aid Dying Employee

07.11.2006

That Diligent Employee Working Through Lunch Could Cost You Thousands

06.29.2006

Benefits Waiver Held To Be Valid

06.23.2006

Court Says Job Offer Isn't a Guarantee of Employment

05.16.2006

Appeals Court Explains Free Speech Claims

04.14.2006

Spidermen Lose Appeal

04.10.2006

Engineer-Theologian Told He Can't Compete With Former Employer

03.15.2006

Don't Forget About That Other Protected Class: State Legislators

02.28.2006

Overtime Claims by Employees on the Rise

02.14.2006

Court Finds No Evidence of Implied Contract

02.12.2006

State Proposes Increased Health Care Spending By Large Corporations

12.28.2005

Employees Can Be On Call, Yet Off the Clock

11.30.2005

Civil Union Law takes Effect

11.27.2005

Connecticut Supreme Court Rules on FMLA Reinstatement Issue

10.31.2005

Court Expands Title VII Retaliation Protection

10.24.2005

Getting Smart About Employee Medical Files

09.15.2005

California Recognizes Harassment Claim Based on Supervisor/Subordinate Affairs

09.01.2005

California Case on Workplace Affairs Unlikely To Change Much in Connecticut

08.17.2005

Rules for Hiring Young Workers

08.12.2005

Same Actor” Defense Dealt Serious Blow

07.07.2005

Why employers need not fear employment agreements

06.12.2005

Important Case Helps Small Employers Avoid Big Surprises

06.06.2005

Employees Can't Be Both At Will And Contractual

05.05.2005

Court Finds That Spidermen Must Cover Up Before Fighting Crime

04.11.2005

Court Puts New Arrow In Your Legal Quiver

03.15.2005

Please Be Nice To Your Employees When Firing Them

03.02.2005

Court OK's HIV Records Disclosure

02.16.2005

FMLA Statute Of Limitations Clarified

02.02.2005

Court Finds That One Reason Is Good Enough To Deny A Promotion

01.16.2005

When Can I Fire My Problem Contract Employee?

01.12.2005

Employee Fired For Eyebrow Ring Claims Discrimination Laws Were Pierced

12.20.2004

That Quiet Guy In The Corner May File Your Next Lawsuit

10.24.2004

Yet Another Reason To Have A Nondiscrimination Policy And Enforce It

09.18.2004

Employees Must Exhaust Grievance Procedures Before Suing

07.19.2004

Court Says Confidentiality Agreements Must Be Reasonable

07.09.2004

Employer Sinks for Employee's Drinks

04.19.2004

Employee Handbooks - Court Finds Promise Despite Language To Contrary

04.07.2004

Court Finds Promise Despite Language To Contrary

03.12.2004

Sad Songs: Employer Liability For Employees Downloading Music At Work

02.10.2004

Court Says Confidentiality Agreements Must Be Reasonable

01.31.2004

Supervisors and Sexual Harassment

01.12.2004

Court Finds Employee Handbooks Can Be Your Friend - And Your Enemy

12.12.2003

Misclassification Of Temporary Workers Can Cause Permanent Problems

11.11.2003

Not Hungry? You Might Be Disabled

10.20.2003

Where Does An Employee's Right To Free Speech End?

10.20.2003

Court Finds State And Federal Disability Discrimination Laws Are Different

10.14.2003

Court Finds State and Federal Disability Discrimination Laws Are Different

08.12.2003

Pennsylvania Court Limits Fun Of Blondes

07.01.2003

New "Supervisor" Definition Expands Employer Liability For Sexual Harassment

06.19.2003

Demystifying The CHRO process

06.12.2003

New 'Supervisor' Definition Expands Employer Liability for Sexual Harassment

04.18.2003

What's A Disability Anyway

03.13.2003

Sexual Harassment Training Q & A: What Are My Responsibilities?

02.24.2003

Employer Not Required To Reimburse For Gender-Reassignment Surgery

01.26.2003

Scandals Open Door For Unions

01.17.2003

If You Have Employees Who Are Under 18, Know These Rules

01.02.2003

Pay For Snow Days?

12.01.2002

How Do New HIPAA Privacy Rules Affect My Company?

10.01.2002

Watch Out For Whistleblowers!

10.01.2002

Employers' Responsibilities For Employees Who Serve On Juries Or In The Armed Forces

News

05.26.2020

5 Employment Policies to Draft or Redraft with Coronavirus Hindsight

Recognition

- *The Best Lawyers in America*, Employment Law - Management, ERISA Litigation, Labor and Employment Litigation (2023-2024)

Speaking Engagements

- "Keeping Trustees Informed of Changing Risk, Insurance, and Legal Issues," 2024 National Business Officers Association (NBOA) Annual Meeting and Business Solutions Showcase, Atlanta, GA (February 26, 2024)
- "Title IX Sexual Harassment - Important Policy Information and Bystander Intervention," Fairfield, CT (February 8, 2023)
- "Employment Law 102: Hiring a Creative Workforce," Arts and Business Council of Greater Boston (February 8, 2023)
- "Employment Law 101: Creative Workers' Rights," Arts and Business Council of Greater Boston (January 25, 2023)
- "Gig Workers, Independent Contractors, and Employees? Oh My! Understanding the FLSA and Employee Classification," HR Comply Virtual Conference: Overcoming Compliance Challenges in the New Normal (April 29, 2021)
- "Intellectual Property and Employment Law Considerations for Online Learning," Carlton Fields (August 11, 2020)
- "HR Update," Carlton Fields In-House Counsel Forum, Orlando, FL (March 2019)
- "Employment Law Update: Trends From Hollywood to Hartford," Hartford, CT (May 2018)
- "Sexual Harassment Prevention Training," various employers (annually)
- "Employee Performance Management" Fairfield, CT (June 2018)
- "Federal Employment Law Roundup 2017: Which Laws Apply to Your Organization, When, and How to Stay Compliant This Year," BLR (January 12, 2017)
- "Family and Medical Leave Act Master Class," Hartford, CT (April 20, 2016)
- "Exempt vs. Non-Exempt and Independent Contractors: How to Correctly Classify Employees and Avoid Costly Mistakes," BLR (March 5, 2015)
- "How to Avoid Emerging Wage & Hour Risks: Exempt or Non-Exempt, Contractor Liability & Minimum Wage Hikes," BLR (June 10, 2014)

- "Perfecting Your PTO Policy: Know Your Obligations When Administering Leave," BLR (December 16, 2013)
- "Wage and Hour Bootcamp," BLR (October 10, 2012)
- "LinkedIn, Facebook, and Twitter Redux," Hartford County Bar Association (May 12, 2010)

Credentials

Education

- University of Connecticut School of Law (J.D., with honors, 2002)
- Colby College (B.A., 1997)

Court Admissions

- U.S. Court of Appeals, Second Circuit
- U.S. District Court, District of Connecticut

Bar Admissions

- Connecticut