



Gregory A. Brown

Shareholder

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Focus Areas

Labor Management Relations
Discrimination and Harassment
Policies, Procedures and Handbooks
Healthcare
Higher Education

Overview

Gregory A. Brown advises and represents employers in a wide array of labor and employment matters arising under federal and state law, including:

- Discrimination and related employment litigation
- Union organizing
- Collective bargaining
- Labor arbitrations

He has represented employers in state and federal courts and before the Equal Employment Opportunity Commission, the National Labor Relations Board, the Department of Labor, the Connecticut Commission on Human Rights and Opportunities, and the Massachusetts Commission Against Discrimination.

Working with hospitals, skilled nursing facilities, and schools and universities, Gregory has particular knowledge of claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The National Labor Relations Act

- The Connecticut Fair Employment Practices Act

Prior to joining Littler, Gregory worked for a firm in New Haven for seven years.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Connecticut Bar Association

Education

J.D., Cornell University Law School, 2003

B.A., Connecticut College, 2000

Bar Admissions

Massachusetts

Connecticut

Courts

U.S. District Court, District of Connecticut

Publications & Press

Reversing Course, NLRB Holds Employers Have No Pre-disciplinary Bargaining Obligation

Littler ASAP

June 26, 2020

Confidentiality Revisited: Board Holds Confidentiality Rules in Workplace Investigations Presumptively Lawful

Littler ASAP

December 20, 2019

NLRB Creates New 3-Step Analysis for Unit Determinations

Littler ASAP

September 13, 2019

Littler Elevates 28 Attorneys to Shareholder

Littler Press Release

January 3, 2018

What's Appropriate: The NLRB Overturns Specialty Healthcare

Little Insight

December 19, 2017

What Can You Say? D.C. Circuit Speaks on Employee Confidentiality

Little Insight

April 3, 2017

NLRB Issues Numerous Decisions Against Employers as Hirozawa's Term Expires

Little Insight

October 24, 2016

D.C. Circuit Rejects NLRB's Award of Attorneys' Fees and Expenses in Unfair Labor Practice Cases

Little ASAP

June 3, 2016

The Transformation of the Workplace Through Robotics, Artificial Intelligence, and Automation

Little Report

August 4, 2016

California Issues Draft of Proposed Regulations Implementing Hospital Violence Standards

Little ASAP

March 2, 2015

Recent Board Cases Reach Different Results in Review of Employer Work Rules

Little ASAP

April 10, 2014

Healthcare Unions Turning to Ballot initiatives to Achieve Labor Goals

Little ASAP

February 28, 2014

Eighth Circuit Holds Decertification of Nurses' Union Does Not Limit Arbitrator's Authority to Reinstate Terminated Employee

Little ASAP

July 5, 2013

Eighth Circuit Holds Decertification of Nurses' Union Does Not Limit Arbitrator's Authority to Reinstate Terminated Employee

Little ASAP

July 5, 2013

No Changing of the Guard: NLRB Continues to Uphold Policies Barring Union Use of Employer Email Systems

Little ASAP

July 2, 2013

Vermont Allows Independent Home Health Workers to Unionize

Little ASAP

June 19, 2013

D.C. Circuit Invalidates NLRB's Posting Rule

Little ASAP

May 8, 2013

Hot Wage and Hour Issues for Home Healthcare Employers

Little Report

March 19, 2013

Take Two of These: Court Upholds Combined Hospital Bargaining Units under the NLRB's Health Care Rule

Little ASAP

December 4, 2012

EEOC Files Suit Against Hospital for Reviewing Applicant's Hospital Records

Little ASAP

October 3, 2012

Mum's Not Necessarily the Word: NLRB Complicates Employers' Internal Investigations

Little Insight

August 14, 2012

Opting Out: Supreme Court Holds Public Sector Unions Cannot Force Non-Members to Pay Agency Fees Subsidizing Political Speech

Little Insight

June 26, 2012

Supreme Court: Non-Members May Opt-out of Union Agency Fees That Subsidize Political Speech

Little ASAP

June 25, 2012

The Curious Case of Pharma Sales Reps and The FLSA

Law360.com

September 15, 2010

Deductions from Salary to Recover Bonus Overpayment Renders Employees Nonexempt

HR Spotlight

September 29, 2009

A New Standard for Age Discrimination Cases

Connecticut Law Tribune

July 27, 2009

Speaking Engagements

The New National Labor Relations Board: Changes, Observations and Current Issues

February 9, 2018

Books & Book Chapters

- The Developing Labor Law, *Bloomberg BNA*, Ch. 17, 2011 Cumulative Supplement, 5th Ed., Contributing Editor: John Doran, 2011
- Employee Record Retention Requirements: Do's and Don'ts, *Human Resources 2007 (Summer Ed.)*, Thompson Publishing Group, Lawrence Peikes, Wiggin and Dana LLP, 2007
- FLSA Class Actions: Six strategies for limiting your exposure to class action lawsuits, *Human Resources 2006 (Winter ed.)*, Thompson Publishing Group, Lawrence Peikes, Wiggin and Dana LLP, 2006