

Jason R. Stanevich

Shareholder

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Focus Areas

Labor Management Relations
Discrimination and Harassment
Healthcare
Hospitality
Government Contractors

Overview

Jason R. Stanevich concentrates his practice in representing employers in the area of traditional labor law. Jason has extensive experience representing employers in union-related matters including:

- Union avoidance, vulnerability audits, and supervisor training
- Pre- and post-petition organizing campaigns
- Decertification elections
- Collective bargaining negotiations
- Unfair labor practice litigation
- Grievance and interest arbitration proceedings
- Issues of Section 7 activity under the National Labor Relations Act in union and non-union workplaces

A significant portion of Jason's practice involves the representation of employers throughout the U.S. in all stages of pre- and post-petition organizing campaigns. In recent years, he has worked with several regional and national companies to develop union-free communication strategies and ensure legal compliance during condensed campaigns under the National Labor Relations Board's "quickie election" rules.

Jason has represented employers in the following industries:

- Health care

- Trucking
- Food and retail distribution
- Energy
- Manufacturing
- Higher education
- Government contracting
- Public sector

Jason also routinely counsels human resource professionals on the administration of federal and state employment statutes such as:

- The Family and Medical Leave Act
- Wage and hour laws
- Harassment laws
- Paid sick leave

He also advises clients in union and non-union settings regarding the drafting and implementation of employee handbooks and personnel policies.

Earlier in his career, Jason served as assistant general counsel to the Mayor's Office of Labor Relations for the City of New York. In that position, he represented the city and its police department in hundreds of labor arbitrations and unfair labor practice proceedings.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Connecticut Bar Association
- Member, New York State Bar Association
- Member, New Haven County Bar Association

Recognition

- Named, Super Lawyer**, Connecticut, *Super Lawyers*, 2013 and 2014
- Named, Rising Star in Labor and Employment**, Connecticut, *Super Lawyers*, 2012
- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016
- Named, Up and Coming, *Chambers USA*, 2019
- Named, Leading Lawyers for Business, *Chambers USA*, 2018, 2020

** For information about the standards for inclusion in Connecticut Super Lawyers, please see http://www.superlawyers.com/connecticut/selection_details.html.

Education

J.D., Brooklyn Law School, 2003

B.A., State University of New York at Binghamton, 1998

Bar Admissions

Connecticut

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, District of Connecticut

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

Publications & Press

The Race for a COVID-19 Vaccine – Planning for the Employer Response

Littler Report

September 17, 2020

NLRB's Final Election Protection Rule Takes Effect July 31

Littler Insight

July 27, 2020

NLRB Specifies Recommended Protocols for Manual Elections During COVID-19

Littler ASAP

July 8, 2020

NLRB Updates Election Rule Changes to Comply with Court Order

SHRM Online

June 10, 2020

NLRB Moves Forward with Bulk of Final Election Rule Changes Despite Blow Dealt by Federal Court

Littler Insight

June 2, 2020

National Labor Relations Board's Response to COVID-19

Littler ASAP

March 26, 2020

New York, New Jersey and Connecticut Issue Restrictions on Workplace Operations in Response to COVID-19

Littler ASAP

March 22, 2020

Teachers Leverage #RedForEd Walkouts to Win Bigger Pay Boosts

Bloomberg Law

January 21, 2020

NLRB Allows Employers to Stop Deducting Union Dues After Expiration of the Collective Bargaining Agreement

Littler ASAP

December 23, 2019

NLRB Final Election Rule Signals More Balanced and Efficient Elections Ahead

Littler ASAP

December 17, 2019

National Labor Relations Board Proposes Rulemaking Concerning Certain Union Representation Processes

Littler Insight

August 12, 2019

5 Noteworthy Changes To Conn. Sexual Harassment Laws

Law360

July 17, 2019

NLRB Eases Standard for Withdrawing Union Recognition Upon Contract Expiration

Littler Insight

July 9, 2019

3 Key Elements In Connecticut's Paid Family Leave Law

Law360

June 20, 2019

New Connecticut Law Addressing Sexual Harassment Imposes Additional Obligations on Employers

Littler ASAP

June 19, 2019

Connecticut Set to Offer Most Generous Paid Family Leave Benefits in the Country

Littler ASAP

June 13, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

Legislative Update on Proposed Labor and Employment Bills Affecting Connecticut Employers

Littler Insight

March 25, 2019

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Save Old Labor Law Posters, Display New Ones

SHRM Online

April 13, 2017

Littler Ranks in The Legal 500 United States Guide

Littler Press Release

June 20, 2016

Connecticut Authorizes Use of Payroll Cards to Pay Employees

Littler ASAP

June 9, 2016

Connecticut Extends Workplace Harassment and Discrimination Protections to Unpaid Interns

Littler ASAP

June 25, 2015

Connecticut Imposes Double Damages for Failure to Pay Proper Minimum Wage or Overtime

Littler ASAP

June 25, 2015

Littler Elevates 16 Attorneys to Shareholder

Littler Press Release

January 5, 2015

Supreme Court Invalidates Union Fee Requirements Imposed on Homecare Employees

Littler Insight

July 11, 2014

Connecticut Amends Paid Sick Leave Statute to Provide Some Employer-Friendly Changes

Littler Insight

June 17, 2014

Town Hall, Library Employees Get Four-Year Contracts

HamdenPatch

September 5, 2013

To Employers' Relief, Poster Rule Struck Down

Connecticut Law Tribune

May 27, 2013

Ruling Complicates Workplace Investigations

Connecticut Law Tribune

November 30, 2012

Appellate Court Finds Connecticut Fair Employment Practices Act Does Not Prohibit Employers from Discriminating Against Employees Perceived as Physically Disabled, if They Are Not Disabled

Littler Insight

August 17, 2012

Conn.: Expanding Hostile Work Environment Protections

Law360.com

June 14, 2012

Connecticut Supreme Court Expands Scope of Hostile Work Environment Protections to Include Sexual Orientation

Littler Insight

May 15, 2012

Sick Leave Will Require Judgment Calls

Connecticut Law Tribune

July 25, 2011

Connecticut Looks to Mandate Paid Sick Leave for Service Workers

Littler Insight

June 8, 2011

Op-Ed: Sick Leave Mandate: Poison Pill

Business New Haven

April 2010

Obese Employees See Expansion of Rights

GC New England

2010

Defibrillator Law May Jump-Start Union Negotiations

Connecticut Law Tribune

Sept 7, 2009

What Employers Can Do to Confront the Flu

Connecticut Law Tribune

July 27, 2009

Changing the Formal Definition of a Supervisor

Connecticut Law Tribune

April 27, 2009

Speaking Engagements

The COVID-19 Vaccine – Legal and Practical Implications

January 20, 2021

The COVID-19 Vaccine – Legal and Practical Implications

January 13, 2021

“Do I really have to let my employee say (or wear) that?”: Protected Speech in the Workplace and on Social Media in Connecticut

July 30, 2020

Labor Issues in the World of COVID-19

June 11, 2020

Are You Ready for Connecticut’s Paid Family and Medical Leave Act, Expanded Sexual Harassment Training Obligations, and Other Employment-Related Legislation?

July 8, 2019

Are You Ready for Connecticut’s Expected Paid Family and Medical Leave Act and Other Employment-Related Legislation?

April 18, 2019

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

New Haven, CT

April 12, 2018

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

New Haven, CT

April 11, 2018

NLRB Focus on Non-Union Workplaces

New Haven, CT

June 9, 2016

NLRB Focus on Non-Union Workplaces

New Haven, CT

May 10, 2016

2015 Tri-State Employer Conference

New York, NY

November 5, 2015

Connecticut Legal Update: New Employment and Labor Issues Affecting Connecticut Employers

New Haven, CT

October 15, 2015

2013 Employment Law Update

New Haven, CT

April 25, 2013

Paid Sick Leave: What Employers Need to Know and Do by January 1, 2012

New Haven, CT

October 6, 2011

Paid Sick Leave: Application to Towns and Cities

Connecticut South Central Regional Council of Government

August 2011

Paid Sick Leave Law: Like It or Not It's Here Greater

New Haven Chamber of Commerce

June 2011

Drug and Alcohol Testing Training for Supervisors

Connecticut Conference of Municipalities

2008-2010

Employment Law Case Updates: Recent Decisions and What They Mean to Your Business

Association of Corporation Counsel, Connecticut Chapter

May 2010

Role of Ethics in State and Municipal Government

Connecticut Conference of Municipalities

March 2009