



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, Top 10 Most Influential Labor & Employment Lawyers in Connecticut, *Business Today*, 2023
- Ranked, Labor & Employment, *Chambers USA*, 2018-2019, 2020-2023
- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016
- Named, Super Lawyer**, Connecticut, *Super Lawyers*, 2013 and 2014
- Named, Rising Star in Labor and Employment**, Connecticut, *Super Lawyers*, 2012

** 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

Act Fast: National Labor Relations Board Guidance Memorandum Serves as a Reminder of Shortened Election Timeframe

Littler ASAP

December 13, 2023

NLRB Limits Employers' Right to Make Unilateral Changes Based on Past Practice

Littler ASAP

September 12, 2023

Change to nursing OT law seen as nod to organized labor, doing little to address staffing crisis

Hartford Business Journal

September 4, 2023

Act Fast: National Labor Relations Board Reverts to Shortened 2014 Representation Election Timeframe

Littler Insight

August 29, 2023

New Hospital Overtime and Collective Bargaining Legislation Takes Effect in October

Connecticut Law Tribune

August 21, 2023

Connecticut Legislation Changes Overtime Rules for Nurses and Abrogates Collective Bargaining Rights of Private-Sector Hospitals

Little ASAP

July 28, 2023

Connecticut Imposes Mandatory Staffing Committees on CT Hospitals

Little Insight

July 18, 2023

Connecticut Offers Health Insurance Option to Striking Employees

Little ASAP

July 17, 2023

Little Recognized in 2023 Chambers USA Guide

Little Press Release

June 6, 2023

NLRB Finds Business Closure Illegal But Backs Off Order to Reopen

Little ASAP

February 13, 2023

CT employers face host of new employment law challenges

New Haven Biz

January 3, 2023

Potential Rescission of NLRB's 2020 Election Protection Rule

Little Insight

November 10, 2022

New York Department of Health Extends Deadline and Issues Additional Guidance for Health Care Worker Bonus Program

Little Insight

August 31, 2022

New York Announces Health Care Worker Bonus Program

SHRM Online

August 23, 2022

New York State Announces Health Care and Mental Hygiene Worker Bonus Program Requiring Employers to Administer Bonuses

Little Insight

August 17, 2022

NLRB Reaffirms Regional Directors' Discretion to Dismiss Election Petitions Absent a Hearing

Little Insight

July 11, 2022

Little Ranked in Chambers USA Guide 2022

Little Press Release

June 1, 2022

Connecticut Set to Enact Ban on Employer-Sponsored Meetings

Little Insight

May 3, 2022

Following the Doctor's Orders: NLRB Decision Prescribes Union Election for Physicians

Little ASAP

April 11, 2022

Can't it be about Cannabis? Connecticut Seeds the Path to Unionization

Little Insight

September 21, 2021

New York Expands Vaccination Mandate for Health Care

SHRM Online

September 3, 2021

New York Expands Vaccination Mandate for Healthcare Workers

Little Insight

August 30, 2021

Connecticut Mandates Vaccination for Employees and Individuals Providing Direct Access Services to Patients or Residents of Long-term Care Facilities

Little ASAP

August 9, 2021

New York Governor Signs Legislation Establishing Mandatory Staffing Committees for NY Hospitals

Little Insight

June 28, 2021

Little Ranked in Chambers USA Guide 2021

Little Press Release

May 27, 2021

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

Little Report

September 17, 2020

NLRB's Final Election Protection Rule Takes Effect July 31

Little Insight

July 27, 2020

NLRB Specifies Recommended Protocols for Manual Elections During COVID-19

Little 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

Little Insight

June 2, 2020

National Labor Relations Board's Response to COVID-19

Little ASAP

March 26, 2020

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

Little 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

Little ASAP

December 23, 2019

NLRB Final Election Rule Signals More Balanced and Efficient Elections Ahead

Little ASAP

December 17, 2019

National Labor Relations Board Proposes Rulemaking Concerning Certain Union Representation Processes

Little 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

Little 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

Little ASAP

June 19, 2019

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

Little ASAP

June 13, 2019

Little Ranked in 2019 Chambers USA Guide

Little Press Release

April 25, 2019

Legislative Update on Proposed Labor and Employment Bills Affecting Connecticut Employers

Little Insight

March 25, 2019

Little Ranked in 2018 Chambers USA Guide

Little 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

Little 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

Little 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

Little 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

2023 New England Regional Employer Conference

Boston, MA

November 14, 2023

The Resurgence of the Labor Movement and What It Means for Your Connecticut Business

September 14, 2023

2023 Tri-State Regional Employer Conference

New York, NY

June 20, 2023

The NLRB Today: What Every Employer Should Know

March 29, 2023

2022 New England Regional Employer Conference

Boston, MA

November 15, 2022

Late Night with Littler: A Healthcare Industry Roundtable

Littler Executive Employer Conference

May 4, 2022

2021 New England Virtual Employer Conference

November 9, 2021

Virtual Organizing, Mail-Ballot Elections, and Recent NLRB Decisions on Manual Elections: Trends and Best Practices Based on a (COVID) Year in Review

June 24, 2021

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