



Lindsay M. Rinehart

Associate

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Focus Areas

Discrimination and Harassment
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Leaves of Absence and Disability Accommodation
Labor Management Relations
Whistleblowing and Retaliation

Overview

Lindsay M. Rinehart counsels employers on a full range of labor and employment law matters, including wage and hour issues, drafting and reviewing employment policies and handbooks, and preparing and analyzing employment agreements. She defends employers in a wide range of labor and employment matters in federal and state court and before administrative agencies including the Connecticut Commission on Human Rights and Opportunities (CHRO), the Equal Employment Opportunity Commission (EEOC), the Department of Labor (DOL), and the National Labor Relations Board (NLRB). Lindsay also represents employers in union campaigns, collective bargaining, grievance arbitrations, and unfair labor practice proceedings and advising employers on a variety of complex labor relations issues.

Professional and Community Affiliations

- Member, Labor and Employment Law Council, Connecticut Business Industry Association (CBIA), 2016-present
- Program Chair, Westport-Weston Chapter, Connecticut Bar Association (CBA)

Recognition

- Named, Ones to Watch*, *The Best Lawyers in America*®, 2021-2023

- Recipient, Westfair Communications Milli Award, *Westchester and Fairfield County Business Journals*, November 2018

* For information about the standards for inclusion in *Best Lawyers in America*, please see <http://www.bestlawyers.com/about/MethodologyCT.aspx>.

Education

J.D., Quinnipiac University School of Law, 2016, *cum laude*

B.A., State University of New York At Oswego, 2012, *cum laude*

Bar Admissions

Connecticut

New York

New Jersey

Courts

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

U.S. District Court, District of Connecticut

Publications & Press

Court Rejects Claim by Employee Fired for Refusing to Attend Anti-Bias Training

CBIA

March 30, 2023

NLRB General Counsel Provides Guidance on Non-Disparagement and Confidentiality Provisions in Severance Agreements

Little Insight

March 24, 2023

Second Circuit Rejects Claim of Employee Fired for Refusing to Attend Training Session on LGBTQ Bias

Little Insight

March 17, 2023

NLRB Decision Addresses Interaction between Confidentiality and Nondisparagement Provisions in Severance Agreements and Section 7 Rights

Little Insight

February 27, 2023

Little Lightbulb: Connecticut Again Considers Pay Transparency, Non-Compete Bills

Little Insight

February 10, 2023

Connecticut Employers Must Provide Notice of Rights Under Family Medical Leave Law

SHRM Online

July 26, 2022

As of July 1, 2022, Connecticut Employers Must Provide Employees with a Notice of Rights Under the Paid Family and Medical Leave Law

Little ASAP

July 22, 2022

Connecticut Department of Labor Issues Final Proposed Connecticut Family and Medical Leave Act Regulations

Little ASAP

April 18, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Little Lawyers

Little Press Release

August 19, 2021

What We Know About Connecticut's Paid Family and Medical Leave Act (and What We're Still Learning)

Little Insight

November 5, 2020

Connecticut to Enter Phase 3 of Reopening on October 8, 2020

Little ASAP

October 2, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Little Lawyers

Little Press Release

August 20, 2020

Reopen Connecticut Phase Two: Sector Rules for June 17 Reopening

Little Insight

June 17, 2020

Essential Employers: What Does Connecticut's Reopening Plan Mean for You?

Little Insight

May 15, 2020

Connecticut Issues Mandatory Safe Workplace Rules for Essential Businesses and Nonprofits Still in Operation Amid COVID-19 Pandemic

Little ASAP

April 10, 2020

Connecticut Department of Labor Issues COVID-19 Guidance

Little ASAP

March 17, 2020

Strikers in New York State Can Now Collect Unemployment Benefits After Only Two Weeks

Little ASAP

March 9, 2020

NLRB Gives Employers More Control Over Union Workplace Access

Connecticut Business and Industry Association (CBIA)

September 2019

Firing an Employee? Put it in Writing - New York Employers Must Give Terminated Employees a “Five-Day Letter”

Rockland County Business Journal

September 2019

What You Need to Know About Minimum Wage Increases

Rockland County Business Journal

August 2019

What Employers Can Learn from Ride-Sharing Employee Vs. Independent Contractor Debate

Rockland County Business Journal

July 2019

Paid Family Leave: A Headache for Connecticut Small Businesses

Connecticut Law Tribune

June 2019

Spotting Clients’ Labor and Employment Mistakes

Accounting Today

March 2019

CT Employers: State Legislative Initiatives in the Works for 2019

Connecticut Law Tribune

March 2019

OSHA Citations: Hope You've Got a Good Defense

Connecticut Business and Industry Association (CBIA)

March 2019

PTO for the WIN: Why Businesses Should Make the Switch

New York Law Journal

November 2018

Too Little, Too Latte: What Businesses Should Take Away from the Starbucks Predicament

New York Law Journal

July 2018

New Bill Would Prohibit Arbitration Agreements Covering Sexual Harassment, Gender Discrimination

Connecticut Business and Industry Association (CBIA)

March 2018

Merely Having a Sexual Harassment Policy is Not Enough

Connecticut Business and Industry Association (CBIA)

March 2018

Employers Beware! Your Opt-Out Arrangements Might Mean You're Not Offering 'Affordable' Health Care

New York Law Journal

February 2018

The Equal Pay Act

Employment Law Strategist, republished by Corporate Counselor

August 2017, September 2017

The Blunt Truth for Employers about Medical Marijuana

Fairfield County Business Journal

July 2017

Speaking Engagements

2022 Update on New and Existing Connecticut Employment Legislation

July 27, 2022

Connecticut Paid Leave: What You Need to Know

New Haven, CT

August 27, 2021

Connecticut Paid Leave: What You Need to Know

February 26, 2021

Between a Rock and a Hard Shelter-in-Place | Challenges Employers Will Face When Returning to Work

May 28, 2020

Books & Book Chapters

- Contributing Editor, *Treatise: The Developing Labor Law*, 2017 - 2019