Littler

Michelle L. Devlin

Knowledge Management Counsel

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Overview

Michelle L. Devlin represents management in labor and employment law matters, including labor management relations under the National Labor Relations Act (NLRA) and employment litigation and compliance. Her traditional labor law experience encompasses a range of topics under the NLRA and arbitral law, such as unfair labor practices, mandatory subjects of bargaining, protected concerted activity, just cause and contract interpretation. She has represented management before the State Board of Labor Relations, Commission on Human Rights and Opportunities, and in arbitration proceedings.

As avoidance of liability is an essential component of a labor and employment law practice, Michelle counsels employers on a variety of preventative measures such as wage and hour compliance and audit representation, sexual harassment training, reasonable accommodations, and drafting of employee manuals. Her practice also focuses on restrictive covenants.

As part of her traditional labor practice, Michelle counsels employers on planning for downsizing, restructures, and mergers. In this context, she negotiates the impact of these changes on unionized and nonunionized workforces, minimizes risks, and ensures compliance with federal, state, and local laws and regulations.

Michelle has experience defending employers of various industries in employment litigation, including:

- Home improvement centers
- Food processing and packaging
- Manufacturing
- Health care institutions
- Durable medical devices
- Trucking
- Construction

- Boards of education
- Municipalities, municipal authorities and related instrumentalities
- Retailing
- Tea processing

Professional and Community Affiliations

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

Recognition

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

Education

J.D., Boston College Law School, 2008, *cum laude*
B.A., Boston College, 2005, *magna cum laude*

Bar Admissions

Connecticut

Courts

Superior Court of Connecticut, Hartford County
U.S. District Court, District of Connecticut

Publications & Press

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Littler Press Release
August 20, 2020

NLRB's Final Election Protection Rule Takes Effect July 31
Littler Insight
July 27, 2020

Seventh Circuit Affirms NLRB in Upholding Discharge of Fast and Furious Employee for Highway Misconduct
Littler Insight
September 13, 2019

National Labor Relations Board Proposes Rulemaking Concerning Certain Union Representation Processes
Littler Insight
August 12, 2019

NLRB Eases Standard for Withdrawing Union Recognition Upon Contract Expiration
Littler Insight
July 9, 2019

Judges Show Humor in Fitting Response to Laborers' Hot Air
Concrete Products
May 6, 2019

Court Pokes Laborers Lawsuit Equating Rat Balloon and Free Speech
Concrete Products
March 18, 2019

Seventh Circuit Deflates Scabby the Rat's Ego and What It Means for Employers
Littler ASAP
March 4, 2019

Speaking Engagements

Connecticut Paid Leave: What You Need to Know
February 26, 2021

Labor Issues in the World of COVID-19
June 11, 2020

COVID-19 Considerations for the Workplace: An Employer Overview
May 20, 2020

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

Employment Laws Small Businesses Should Know
Milford Chamber of Commerce

Developments in Labor and Employment Law
Connecticut Law Tribune In-House Counsel CLE Program