



Stephen P. Rosenberg

Special Counsel

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Focus Areas

Unfair Competition and Trade Secrets
Wage and Hour
Staffing, Independent Contractors and Contingent Workers
Hiring, Performance Management and Termination
Litigation and Trials
Home Health and Home Care

Overview

Stephen P. Rosenberg advises and represents businesses and nonprofits in a broad range of employment law matters, including:

- Unfair competition, trade secrets, and restrictive covenants
- Wage and hour issues
- Independent contractor and employee classification
- Discrimination, retaliation, and wrongful discharge claims
- Employment policies, performance management, and other employment law issues

He represents clients in state and federal courts and before the Connecticut Department of Labor, the U.S. Department of Labor, and the Connecticut Commission on Human Rights and Opportunities in matters involving:

- Unfair competition and trade secrets claims
- Federal and Connecticut wage and hour laws
- Federal and Connecticut anti-discrimination laws

Steve's successes on behalf of clients include the following:

- As lead plaintiff's counsel in an unfair competition and trade secrets case in Connecticut federal court, obtained a preliminary injunction and partial summary judgment on behalf of a nationwide staffing company against its former employee
- Guided a Fortune 100 financial services company through wage and hour audits by the federal and Connecticut state labor departments, which were dismissed by those agencies without any finding of a violation
- Represented a nationwide transportation logistics provider in an audit by the U.S. Department of Labor, resulting in a finding that delivery drivers were properly classified as independent contractors under the Fair Labor Standards Act
- Second chair trial counsel for a national communications company in a federal pregnancy discrimination case, which resulted in a jury verdict for our client
- Obtained summary judgment on behalf of a union employer in a wage and hour lawsuit brought by the Connecticut Labor Commissioner, on grounds that the claims were preempted by federal labor law

Previously, Steve worked as a staff attorney for the Connecticut Department of Labor. In that role, he supported the agency's Employment Security Board of Review in its resolution of unemployment appeals involving individual claimants as well as independent contract classification audits. Earlier in his career, he was a law clerk to Associate Justice Joette Katz of the Connecticut Supreme Court. During law school, Steve was executive editor of the *Connecticut Law Review* and graduated in the top 10 percent of his class.

Professional and Community Affiliations

- Member, Executive Committee, Labor and Employment Section, Connecticut Bar Association, 2009-present
- Labor and Employment Law Vice-Chair, Young Lawyers Section, Connecticut Bar Association, 2009 and 2010
- Co-Chair, Public Service Committee, New Haven County Bar Association, 2009 and 2010
- Member, New Haven Inn of Court, 2007-2010
- Member, Board of Directors, Friends of New Haven Legal Assistance Association, 2007-2010
- Member, Leadership Greater New Haven, Chamber of Commerce, 2006 and 2007

Recognition

- Named, New Leaders in the Law, *Connecticut Law Tribune*, 2012
- Named, Rising Star**, Connecticut, *Super Lawyers*, 2009-2010, 2013-2014
- Recipient, Public Service Award, *New Haven County Bar Association*, 2008
- Named, Forty Under 40, *New Haven Business Times*, 2007

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

Education

J.D., University of Connecticut School of Law, 2003, *With Honors*

B.A., Vassar College, 1996

Bar Admissions

Connecticut

New York

Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of Connecticut

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

Publications & Press

Connecticut Places New Recall and Retention Obligations on Certain Hotels, Lodging Houses, Food Service Contractors, and Building Services Enterprises

Little Insight

July 14, 2021

New Connecticut Law Expands Lactation Accommodation Requirements

Little ASAP

June 15, 2021

Connecticut Department of Labor Issues COVID-19 Guidance

Little ASAP

March 17, 2020

Legislative Update on Proposed Labor and Employment Bills Affecting Connecticut Employers

Little Insight

March 25, 2019

Impact of Defend Trade Secrets Act in Connecticut

Connecticut Law Tribune

July 25, 2016

Connecticut's Governor Vetoes Restrictive Non-Compete Bill Due to Lack of Clarity

Little ASAP

July 15, 2013

Connecticut's Governor Vetoes Restrictive Non-Compete Bill Due to Lack of Clarity

Little Insight

July 15, 2013

New Connecticut Law Restricts the Use of Non-Compete Agreements in Acquisitions and Mergers

Little Insight

June 24, 2013

A Broader Definition of ‘Employee’: State Supreme Court and Legislature Weigh In on Wages and Records

Special Section: Employment & Immigration Law - Connecticut Law Tribune

January 5, 2010

Facing Up to Facebook: Social Networking Sites and the Workplace

Connecticut Lawyer

April 2009

Pandemic Preparation for the Workplace

Connecticut Lawyer

January 2, 2009

Pandemic Preparation for the Workplace

Connecticut Lawyer

December 2008 / January 2009

Winning Permission to Keep Commission: Court Says Unearned ‘Advance’ Doesn’t Have To Be Repaid

Special Section: Employment & Immigration Law - Connecticut Law Tribune

July 28, 2008

Speaking Engagements

2021 New England Virtual Employer Conference

November 9, 2021

2021 Connecticut Employment Legislation Update

New Haven, CT

September 17, 2021

COVID-19 Considerations for the Workplace: An Employer Overview

May 20, 2020

Conducting A Wage and Hour Self Audit

Connecticut Business and Industry Association, Wallingford, CT

September 20, 2018

Employee Records 101: What Every Business Manager, Owner, and HR Representative Needs to Know

New Haven, CT

November 7, 2013

Unemployment: Improving your Chances for Winning

Greater New Haven Chamber of Commerce Human Resource Council, New Haven, CT

March 22, 2013

Employment Law 101

Connecticut Bar Association, New Britain, CT

September 27, 2010

The Impact of Social Networking on HR: Policies and Legal Implications

Greater New Haven Chamber of Commerce Human Resource Council, New Haven, CT

October 23, 2009