Jason R. Stanevich

Shareholder

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Practice Areas

Labor Management Relations
Discrimination and Harassment
Healthcare
Hospitality
Government Contracting

Overview

Jason R. Stanevich, based in New York City and New Haven, Connecticut, advises and represents employers in complex labor and employment matters, with a nationally recognized practice focused on traditional labor law, labor-management relations, and workforce strategy. Drawing on extensive experience in both the private and public sectors, Jason serves as a trusted advisor to organizations ranging from regional employers to Fortune 100 companies. Jason has negotiated over 100 collective bargaining agreements and litigated hundreds of arbitrations for employers across a broad range of industries, utilizing a results-oriented approach that enables clients to focus on their operational and business objectives.

Jason partners with executive leadership, human resources professionals, labor relations teams, and in-house counsel to develop and implement enterprise-wide labor relations, workforce management, and risk mitigation strategies that align operational, regulatory, and business priorities across complex organizations.

As a key member of Littler's Labor Practice Group, Jason counsels employers on a broad spectrum of sophisticated labor-management matters, including:

- Collective bargaining strategy, contract negotiations, labor arbitrations, and contingency planning
- Union organizing campaigns, representation elections, and workforce management issues

- Labor relations assessments, compliance initiatives, and workforce transformation strategies
- Labor and employment issues arising from mergers, acquisitions, restructurings, and other corporate transactions
- Litigation under the National Labor Relations Act, the Labor Management Relations Act, and related federal court proceedings, including injunction litigation
- Application of the NLRB's Health Care Rule in complex R-case matters

A substantial portion of Jason's practice is devoted to advising health systems, hospitals, long-term care providers, aerospace manufacturers, defense contractors, and other highly regulated employers. He regularly guides clients through labor relations challenges that have significant operational, financial, and strategic implications and has a unique understanding of the intersection of labor relations with the healthcare and defense industries.

Jason is also a seasoned labor litigator who regularly represents employers before the National Labor Relations Board in unfair labor practice proceedings, representation matters, and complex pre-election and post-election litigation. In addition to his extensive arbitration experience, he has tried nearly two dozen cases before the NLRB.

Prior to joining Littler, Jason served as Assistant General Counsel to the New York City Mayor's Office of Labor Relations, where he represented the City of New York and the New York City Police Department in hundreds of labor arbitrations and unfair labor practice proceedings. This experience provides him with a distinctive perspective on collective bargaining, labor dispute resolution, and workforce management, allowing him to deliver strategic and pragmatic counsel in even the most challenging labor relations environments.

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, The Best Lawyers in America® *, 2026-2027
- Named, Top 10 Most Influential Labor & Employment Lawyers in Connecticut, *Business Today*, 2023
- Ranked, Labor & Employment, *Chambers USA*, 2018-2019, 2020-2026
- 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

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

NLRB Majority Holds Bargaining Proposal Alone Does Not Constitute an Unlawful Threat
Littler ASAP
August 12, 2026

Second Circuit Limits Union Authority to Bind Former Employees to Later-Negotiated Arbitration Agreement
Littler ASAP
July 17, 2026

Littler and Its Attorneys Recognized in 2026 Chambers USA Guide Across Key Practice Areas
Press Release
June 4, 2026

NLRB Region 12 Reinforces Imminent Closure Standard in SolarMovil PR LLC Decision
Littler ASAP
January 28, 2026

First Circuit Finds University Police Sergeants and Sergeant Detectives are “Supervisors” Under the National Labor Relations Act
Littler ASAP
June 10, 2025

Littler and its Attorneys Recognized in 2025 Chambers USA Guide Across Key Practice Areas
Press Release
June 5, 2025

NLRB Returns to "Clear and Unmistakable Waiver" Standard for Unilateral Changes
Littler ASAP

December 20, 2024

Cutting Hazard Pay is Hazardous: Third Circuit Admonishes Nursing Home for Stopping COVID-19 Bonuses
Littler ASAP
December 13, 2024

Sixth Circuit Clarifies Employer's Bargaining Obligations During Public Health Emergencies
Littler ASAP
October 9, 2024

NLRB Reaffirms that Graduate Students Are Statutory Employees under NLRA
Littler ASAP
September 17, 2024

NLRB General Counsel Suggests How Colleges and Universities Can Satisfy NLRA Disclosure Obligations Without Violating FERPA
Littler ASAP
August 26, 2024

NLRB Rescinds 2020 "Election Protection Rule"
Littler ASAP
July 31, 2024

Littler Ranked in 2024 Chambers USA Guide
Press Release
June 6, 2024

Amidst Union Complaints, New York Adds Guidance for Hospital Staffing Committees
Littler ASAP
April 24, 2024

D.C. Circuit Rejects NLRB Surveillance Decision as "Nonsense"
Littler ASAP
April 16, 2024

D.C. Circuit: NLRB Must Weigh Contract-Based Defenses and Enforce Lawful CBA Provisions
Littler ASAP
April 2, 2024

D.C. Circuit Clarifies Employer Communication Rights During Union Campaigns
Littler ASAP
April 1, 2024

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 ASAP
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
Littler ASAP
July 28, 2023

Connecticut Imposes Mandatory Staffing Committees on CT Hospitals
Littler ASAP
July 18, 2023

Connecticut Offers Health Insurance Option to Striking Employees
Littler ASAP
July 17, 2023

Littler Recognized in 2023 Chambers USA Guide
Press Release
June 6, 2023

NLRB Finds Business Closure Illegal But Backs Off Order to Reopen
Littler 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
Littler ASAP
November 10, 2022

New York Department of Health Extends Deadline and Issues Additional Guidance for Health Care Worker Bonus Program
Littler ASAP
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
Littler ASAP
August 17, 2022

NLRB Reaffirms Regional Directors' Discretion to Dismiss Election Petitions Absent a Hearing
Littler ASAP
July 11, 2022

Littler Ranked in Chambers USA Guide 2022
Press Release
June 1, 2022

Connecticut Set to Enact Ban on Employer-Sponsored Meetings
Littler ASAP
May 3, 2022

Following the Doctor's Orders: NLRB Decision Prescribes Union Election for Physicians
Littler ASAP
April 11, 2022

Can't it be about Cannabis? Connecticut Seeds the Path to Unionization
Littler ASAP
September 21, 2021

New York Expands Vaccination Mandate for Health Care
SHRM Online
September 3, 2021

New York Expands Vaccination Mandate for Healthcare Workers
Littler ASAP
August 30, 2021

Connecticut Mandates Vaccination for Employees and Individuals Providing Direct Access Services to Patients or Residents of Long-term Care Facilities
Littler ASAP
August 9, 2021

New York Governor Signs Legislation Establishing Mandatory Staffing Committees for NY Hospitals
Littler ASAP
June 28, 2021

Littler Ranked in Chambers USA Guide 2021
Press Release
May 27, 2021

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 ASAP
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 ASAP
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 ASAP
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 ASAP
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
Press Release
April 25, 2019

Legislative Update on Proposed Labor and Employment Bills Affecting Connecticut Employers
Littler ASAP
March 25, 2019

Littler Ranked in 2018 Chambers USA Guide
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
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
Press Release
January 5, 2015

Supreme Court Invalidates Union Fee Requirements Imposed on Homecare Employees
Littler ASAP
July 11, 2014

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

Events & Speaking Engagements

2026 New York Regional Employer Conference
New York, NY
October 22, 2026

Tackling the Intersection Between and Among the ADA, the FMLA, and Collective Bargaining Agreements
May 20, 2025

Healthcare Organizing Dominoes: Are Physicians and Providers Next?
April 9, 2025

Understanding the NLRB's Healthcare Rule in Light of Recent Union Organizing Trends and Board Decisions
September 25, 2024

2024 Tri-State Regional Employer Conference
New York, NY
September 19, 2024

Labor Unions and Campus Protests: A Moderated Legal Discussion
June 5, 2024

The Changing Union Environment in Home Health Care For Union and Non-Union Agencies
April 11, 2024

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