

## Maura A. Mastrony

Shareholder

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## Practice Areas

Litigation and Trials  
Discrimination and Harassment  
Appellate  
Labor Management Relations  
Investigations  
Healthcare

## Overview

Maura A. Mastrony focuses her practice on litigating various employment matters arising in state and federal court as well as at the administrative level before the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission. Maura also handles traditional labor litigation matters such as labor arbitration hearings, injunction proceedings, and unfair labor practice defense.

Maura has represented employers in both labor and employment matters in the following industries:

- Healthcare
- Government contracting
- Security
- Public sector
- Retail
- Hospitality

Prior to joining Littler, Maura served as a law clerk to the Hon. Thomas West and the Hon. Paul Foti at the Connecticut Appellate Court. After clerking, Maura also worked for several years at a leading general practice litigation firm in New Haven where she participated in multiple bench and jury trials and appellate arguments.

## Professional and Community Affiliations

- Section Chair, Events Committee, New Haven County Bar Association
- Member, Connecticut Bar Association
- Member, New Haven Inn of Court
- Board of Directors, Elm City Internationals
- Member, Fairfield Judicial District Grievance Panel

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Named, Rising Star, General Litigation, *Super Lawyers*\*\*, 2014-2017

## Education

J.D., Quinnipiac University School of Law, 2007, *magna cum laude*

B.A., College of the Holy Cross, 2004, *cum laude*

## Bar Admissions

Connecticut

## Courts

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of Connecticut

## Publications & Press

**The NLRB decision on mandatory employer meetings has other, less obvious implications for employers**

*Westlaw Today*

December 12, 2024

**Overturning Precedent: NLRB's Game Changing Decisions and the Impact on Employers**

*Littler Podcast*

November 25, 2024

**NLRB Jettisons 76-Year-Old Precedent Covering Workplace Meetings**

*Littler ASAP*

November 20, 2024

**The NLRB Decision on Mandatory Employer Meetings Has Other, Less Obvious Implications for Employers**

*Littler ASAP*

November 20, 2024

**Sixth Circuit Clarifies Employer's Bargaining Obligations During Public Health Emergencies**

*Littler ASAP*

October 9, 2024

**Fifth Circuit Scolds NLRB in Case about Employee Outbursts and Requires Board on Remand to Use Standard it Purported to Overrule**

*Littler ASAP*

July 24, 2024

**Amidst Union Complaints, New York Adds Guidance for Hospital Staffing Committees**

*Littler ASAP*

April 24, 2024

**D.C. Circuit: NLRB Must Weigh Contract-Based Defenses and Enforce Lawful CBA Provisions**

*Littler ASAP*

April 2, 2024

**New York District Court Enjoins Enforcement of Law Limiting Employer Speech During Organizing Campaigns**

*Littler ASAP*

March 5, 2024

**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

**NLRB follows the General Counsel's Lead: Enhanced Remedies May Now Apply to Bad-Faith Bargaining**

*Littler ASAP*

April 26, 2023

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

*Littler ASAP*

March 24, 2023

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

*Littler ASAP*

February 27, 2023

**With American Steel, Micro-Units Are Again a Likely Possibility**

*Littler ASAP*

December 15, 2022

**Potential Rescission of NLRB's 2020 Election Protection Rule**

*Littler ASAP*

November 10, 2022

**Transparent Wages: How to avoid running afoul of CT's new salary disclosure law**

*New Haven Biz*

September 6, 2022

**NLRB Rules Two Union Representatives Were Not Fired Over COVID-19 Concerns**

*Littler ASAP*

July 15, 2022

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

*Littler ASAP*

July 11, 2022

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

*Littler ASAP*

April 11, 2022

**Littler Elevates 33 Attorneys to Shareholder**

*Press Release*

January 6, 2022

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

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

*Littler ASAP*

July 14, 2021

**Employer Entitled to Hearing Over Challenge to Signature on Mail Ballot**

*Littler ASAP*

July 2, 2021

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

*Littler ASAP*

June 28, 2021

**Connecticut Passes Law Requiring Disclosure of Wage**

*SHRM Online*

June 21, 2021

**Solicitation of Mail Ballots Constitutes Objectionable Conduct**

*Littler ASAP*

June 14, 2021

**Connecticut Passes Law Requiring Disclosure of Wage Ranges to Applicants and Employees**

*Littler ASAP*

June 14, 2021

**Aggressive vs. Bad Faith Bargaining: Where is the Line?**

*Littler ASAP*

May 31, 2021

**NLRB Specifies Recommended Protocols for Manual Elections During COVID-19**

*Littler ASAP*

July 8, 2020

**Reopen Connecticut Phase Two: Sector Rules for June 17 Reopening**

*Littler ASAP*

June 17, 2020

**Notable Amendments Made to New York's Wage Parity Law Will Affect Home Health Care Employers**

*Littler ASAP*

April 13, 2020

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

*Littler ASAP*

April 10, 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

## **NLRB Allows Employers to Stop Deducting Union Dues After Expiration of the Collective Bargaining Agreement**

*Littler ASAP*

December 23, 2019

## **Seventh Circuit Affirms NLRB in Upholding Discharge of Fast and Furious Employee for Highway Misconduct**

*Littler ASAP*

September 13, 2019

## **5 Noteworthy Changes To Conn. Sexual Harassment Laws**

*Law360*

July 17, 2019

## **New Connecticut Law Addressing Sexual Harassment Imposes Additional Obligations on Employers**

*Littler ASAP*

June 19, 2019

## **Legislative Update on Proposed Labor and Employment Bills Affecting Connecticut Employers**

*Littler ASAP*

March 25, 2019

## **Connecticut to Implement Mandatory IRA Program**

*SHRM Online*

November 7, 2018

## **Connecticut to Implement Mandatory IRA Program for Private-Sector Employees in 2019**

*Littler ASAP*

October 22, 2018

## **Events & Speaking Engagements**

### **Tackling the Intersection Between and Among the ADA, the FMLA, and Collective Bargaining Agreements**

May 20, 2025

**Understanding the NLRB's Healthcare Rule in Light of Recent Union Organizing Trends and Board Decisions**

September 25, 2024

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

September 14, 2023

**That's a Wrap: Important Takeaways from Connecticut's 2023 Legislative Session**

August 2, 2023

**2022 Update on New and Existing Connecticut Employment Legislation**

July 27, 2022

**2021 New England Virtual Employer Conference**

November 9, 2021

**2021 Connecticut Employment Legislation Update**

New Haven, CT

September 17, 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

**Labor Issues in the World of COVID-19**

June 11, 2020