



Michael N. LaVelle

Member

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Michael N. LaVelle practices in the areas of labor and employment law including employment discrimination, labor board and other administrative agency practice and wrongful discharge litigation, and municipal law.

Mick has broad trial experience, both jury and non-jury, before state and federal civil courts and before administrative agencies that regulate employment. He successfully litigated the case of *Bridgeport Hospital v. Commission on Human Rights and Opportunities, et al.*, 232 Conn. 91 (1995), in which the Connecticut Supreme Court curtailed the commission's ability to award damages against employers. He serves as a special master for the U.S. District Court.

He is experienced in both the private and public sector in collective bargaining negotiations and contract drafting, labor contract administration and trials of grievance arbitration, and preparation of employment guidelines, employee handbooks and manuals. He advises clients on general personnel administration, executive terminations and wage and hour policies. He has written and spoken on a variety of employment-related issues for local and national audiences.

Practice Areas

Labor and Employment; Labor and Employment Counseling, Training and Litigation; Union Issues; Health Care; Hospitals and Health Care Institutions; Physicians and Other Health Care Practitioners; Municipal Law and Community Associations

Continued

Representative Experience

- Extensive trial work before employment regulating agencies such as EEOC, Connecticut Commission on Human Rights and Opportunities, Workers Compensation Commission, state and federal Departments of Labor, Office of Federal Contract Compliance Programs and National Labor Relations Board
- Argued cases before state and federal civil courts including in the developing area of wrongful discharge; U.S. District Court cases arising from Title VII, the Age Discrimination in Employment Act and ERISA; and employment cases before the Connecticut Supreme Court and the Second Circuit Court of Appeals

Bar and Court Admissions

Connecticut

Commonwealth of Massachusetts

U.S. Court of Appeals for the Second Circuit

U.S. District Court, District of Connecticut

U.S. Supreme Court

Education

Boston University, J.D., 1975

Harvard College, A.B., *cum laude*

Publications

"ALERT: What Connecticut's New Paid Sick Leave Law Means for Employers," July 6, 2011

"ALERT: Communication with Counsel from Employer's Computer Can Mean Waiving Attorney-Client Privilege," February 15, 2011

"Agency Tries to Dodge Restrictions on Awards: CHRO Wants to Offer Emotional Distress Compensation in Discrimination Cases," *Connecticut Law Tribune*, October 25, 2010

"ALERT: Connecticut Court Rules that DOL Must Count Out-of-State Workers Under Connecticut's FMLA," June 7, 2010

"ALERT: COBRA Subsidy Extended to May 31, 2010," June 2, 2010

"ALERT: Loss of Hospital Tax Exemption Upheld," April 1, 2010

"ALERT: COBRA Subsidy Extended," December 23, 2009



Continued

"ALERT: Breach Notification Regulations and Increased HIPAA Penalties Under HITECH: Health Care Providers, Plans and Vendors Must Comply," November 23, 2009

"ALERT: Certain Connecticut Employees are Now Entitled to Military Caregiver Leave under Connecticut's Family Medical Leave Act," June 2, 2009

"UPDATE - Government Contractors' E-Verify Rule Delayed Until May 21. Stay Tuned!," February 5, 2009

Alerts and Newsletters

WORKPLACE NOTES: Fall 2011

Workplace Notes Spring 2011, April 2011

Professional Affiliations

Connecticut Association of Municipal Attorneys - officer and director

Community Involvement

Homes for the Brave - chairman, board of directors; organization that provides support and resources for homeless veterans

The Kennedy Center - board of directors