

## Gregory A. Brown

Shareholder

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## Focus Areas

Labor Management Relations  
Discrimination and Harassment  
Policies, Procedures and Handbooks  
Healthcare  
Higher Education

## Overview

Gregory A. Brown advises and represents employers in a wide array of labor and employment matters arising under federal and state law, including:

- Discrimination and related employment litigation
- Union organizing
- Collective bargaining
- Labor arbitrations

He has represented employers in state and federal courts and before the Equal Employment Opportunity Commission, the National Labor Relations Board, the Department of Labor, the Connecticut Commission on Human Rights and Opportunities, and the Massachusetts Commission Against Discrimination.

Working with hospitals, skilled nursing facilities, and schools and universities, Gregory has particular knowledge of claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The National Labor Relations Act

- The Connecticut Fair Employment Practices Act

Prior to joining Littler, Gregory worked for a firm in New Haven for seven years.

## Professional and Community Affiliations

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

## Education

J.D., Cornell University Law School, 2003

B.A., Connecticut College, 2000

## Bar Admissions

Massachusetts

Connecticut

## Courts

U.S. District Court, District of Connecticut

## Publications & Press

### **Reversing Course, NLRB Holds Employers Have No Pre-disciplinary Bargaining Obligation**

*Littler ASAP*

June 26, 2020

### **Confidentiality Revisited: Board Holds Confidentiality Rules in Workplace Investigations Presumptively Lawful**

*Littler ASAP*

December 20, 2019

### **NLRB Creates New 3-Step Analysis for Unit Determinations**

*Littler ASAP*

September 13, 2019

### **Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

**What's Appropriate: The NLRB Overturns Specialty Healthcare**

*Littler Insight*

December 19, 2017

**What Can You Say? D.C. Circuit Speaks on Employee Confidentiality**

*Littler Insight*

April 3, 2017

**NLRB Issues Numerous Decisions Against Employers as Hirozawa's Term Expires**

*Littler Insight*

October 24, 2016

**D.C. Circuit Rejects NLRB's Award of Attorneys' Fees and Expenses in Unfair Labor Practice Cases**

*Littler ASAP*

June 3, 2016

**The Transformation of the Workplace Through Robotics, Artificial Intelligence, and Automation**

*Littler Report*

August 4, 2016

**California Issues Draft of Proposed Regulations Implementing Hospital Violence Standards**

*Littler ASAP*

March 2, 2015

**Recent Board Cases Reach Different Results in Review of Employer Work Rules**

*Littler ASAP*

April 10, 2014

**Healthcare Unions Turning to Ballot initiatives to Achieve Labor Goals**

*Littler ASAP*

February 28, 2014

**Eighth Circuit Holds Decertification of Nurses' Union Does Not Limit Arbitrator's Authority to Reinstate Terminated Employee**

*Littler ASAP*

July 5, 2013

**Eighth Circuit Holds Decertification of Nurses' Union Does Not Limit Arbitrator's Authority to Reinstate Terminated Employee**

*Littler ASAP*

July 5, 2013

**No Changing of the Guard: NLRB Continues to Uphold Policies Barring Union Use of Employer Email Systems**

*Littler ASAP*

July 2, 2013

**Vermont Allows Independent Home Health Workers to Unionize**

*Littler ASAP*

June 19, 2013

**D.C. Circuit Invalidates NLRB's Posting Rule**

*Littler ASAP*

May 8, 2013

**Hot Wage and Hour Issues for Home Healthcare Employers**

*Littler Report*

March 19, 2013

**Take Two of These: Court Upholds Combined Hospital Bargaining Units under the NLRB's Health Care Rule**

*Littler ASAP*

December 4, 2012

**EEOC Files Suit Against Hospital for Reviewing Applicant's Hospital Records**

*Littler ASAP*

October 3, 2012

**Mum's Not Necessarily the Word: NLRB Complicates Employers' Internal Investigations**

*Littler Insight*

August 14, 2012

**Opting Out: Supreme Court Holds Public Sector Unions Cannot Force Non-Members to Pay Agency Fees Subsidizing Political Speech**

*Littler Insight*

June 26, 2012

**Supreme Court: Non-Members May Opt-out of Union Agency Fees That Subsidize Political Speech**

*Littler ASAP*

June 25, 2012

**The Curious Case of Pharma Sales Reps and The FLSA**

*Law360.com*

September 15, 2010

**Deductions from Salary to Recover Bonus Overpayment Renders Employees Nonexempt**

*HR Spotlight*

September 29, 2009

**A New Standard for Age Discrimination Cases**

*Connecticut Law Tribune*

July 27, 2009

## **Speaking Engagements**

**The New National Labor Relations Board: Changes, Observations and Current Issues**

February 9, 2018

## **Books & Book Chapters**

- The Developing Labor Law, *Bloomberg BNA*, Ch. 17, 2011 Cumulative Supplement, 5th Ed., Contributing Editor: John Doran, 2011
- Employee Record Retention Requirements: Do's and Don'ts, *Human Resources 2007 (Summer Ed.)*, Thompson Publishing Group, Lawrence Peikes, Wiggin and Dana LLP, 2007
- FLSA Class Actions: Six strategies for limiting your exposure to class action lawsuits, *Human Resources 2006 (Winter ed.)*, Thompson Publishing Group, Lawrence Peikes, Wiggin and Dana LLP, 2006