

## Jason R. Stanevich

Shareholder

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## Focus Areas

Labor Management Relations  
Discrimination and Harassment  
Healthcare  
Hospitality  
Government Contractors

## Overview

Jason R. Stanevich advises and represents clients in a broad range of labor and employment law matters with an intense focus on traditional labor law. His extensive labor experience in the public and private sector provides him with invaluable perspective in representing clients, which include both private and publicly traded companies, from small businesses to Fortune 100 corporations. As a core member of Littler's Labor Practice Group, Jason helps steer firm strategy in this area, bolstered by his wealth of experience and depth of knowledge.

Jason works as a trusted advisor to clients with a wide range of issues related to labor management relations, including:

- The National Labor Relations Act, The Labor Management Relations Act and related federal court proceedings, including injunction matters
- Collective bargaining and contract management including labor arbitrations and contingency planning
- Labor relations assessments, strategies, and compliance

As part of his practice, Jason regularly assists global companies in developing labor relations strategies and human resource policies. He provides guidance to employers who wish to remain union-free as well as to those who need advice on how to best manage their union-represented workforce. Jason also counsels employers on complex labor and employment issues that arise in the context of corporate transactions.

He advises clients in a wide variety of industries, including healthcare, automotive, energy, government contracting, transportation, higher education, manufacturing, retail, and real estate. In addition, Jason regularly litigates unfair labor practice charges and pre- and post-election litigation matters. He applies his extensive experience in labor arbitration matters while counseling employers on strategic considerations related to collective bargaining and labor relations and serving as principal spokesperson for management in labor contract negotiations. Jason has litigated nearly two dozen trials before the NLRB and has negotiated well over 100 collective bargaining agreements across a wide range of industries.

Earlier in his career, Jason served as assistant general counsel to the Mayor's Office of Labor Relations for the City of New York. In that position, he represented the city and its police department in hundreds of labor arbitrations and unfair labor practice proceedings.

## 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, Top 10 Most Influential Labor & Employment Lawyers in Connecticut, *Business Today*, 2023
- Ranked, Labor & Employment, *Chambers USA*, 2018-2019, 2020-2024
- 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

\*\* For information about the standards for inclusion in Connecticut Super Lawyers, please see [http://www.superlawyers.com/connecticut/selection\\_details.html](http://www.superlawyers.com/connecticut/selection_details.html).

## 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 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 Insight*

July 31, 2024

### **Littler Ranked in 2024 Chambers USA Guide**

*Littler Press Release*

June 6, 2024

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

*Littler Insight*

April 24, 2024

### **D.C. Circuit Rejects NLRB Surveillance Decision as “Nonsense”**

*Littler Insight*

April 16, 2024

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

*Littler Insight*

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 Insight*

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 Insight*

July 18, 2023

**Connecticut Offers Health Insurance Option to Striking Employees**

*Littler ASAP*

July 17, 2023

**Littler Recognized in 2023 Chambers USA Guide**

*Littler 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 Insight*  
November 10, 2022

**New York Department of Health Extends Deadline and Issues Additional Guidance for Health Care Worker Bonus Program**

*Littler Insight*  
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 Insight*  
August 17, 2022

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

*Littler Insight*  
July 11, 2022

**Littler Ranked in Chambers USA Guide 2022**

*Littler Press Release*  
June 1, 2022

**Connecticut Set to Enact Ban on Employer-Sponsored Meetings**

*Littler Insight*  
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 Insight*  
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 Insight*

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 Insight*

June 28, 2021

**Littler Ranked in Chambers USA Guide 2021**

*Littler 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 Insight*

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 Insight*

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 Insight*

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 Insight*

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**

*Littler Press Release*

April 25, 2019

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

*Littler Insight*

March 25, 2019

**Littler Ranked in 2018 Chambers USA Guide**

*Littler 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**

*Littler 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**

*Littler Press Release*

January 5, 2015



**Supreme Court Invalidates Union Fee Requirements Imposed on Homecare Employees**

*Littler Insight*

July 11, 2014

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

*Littler Insight*

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 Insight*

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 Insight*

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 Insight*

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

**Speaking Engagements**

**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