

MICHAEL C. HARRINGTON

Partner / Hartford

mharrington@fordharrison.com / P: 860-740-1366



Mike focuses his practice on providing legal guidance to public and private sector employers in managing all aspects of the employment relationship.

Mike litigates cases in state and federal courts and has argued numerous cases before the Court of Appeals for the Second Circuit, the Connecticut Appellate Court, and the Connecticut Supreme Court. He also frequently appears before the Connecticut Commission on Human Rights & Opportunities, the Massachusetts Commission Against Discrimination (MCAD), the Connecticut Employment Security Division, the Connecticut Workers' Compensation Commission, the state and federal Departments of Labor, the National Labor Relations Board, the State Labor Board, the Freedom of Information Commission, and OSHA/ConnOSHA. Mike's clients operate in a wide variety of industries including retail, healthcare, energy, and manufacturing. He has also represented political parties and candidates in various election matters.

Mike is adept in handling arbitrations and mediations, having represented employers in grievance and interest arbitrations before the State Board of Mediation and Arbitration and before arbitrators of the American Arbitrator Association. Mike's labor relations experience also includes defending employers in unfair labor practice/prohibitive practice investigations and hearings.

In addition to his litigation and labor relations experience, Mike routinely advises clients on how to achieve their objectives and minimize legal risk within the changing landscape of labor and employment laws. Mike, who has completed the MCAD's trainer course, regularly provides training to clients and industry groups on harassment prevention, union campaigns, and other topics to assist employers in maintain best practices.

Representative Experience

- » Successfully represented an employer before the Connecticut Supreme Court in establishing that punitive damages were not available under Connecticut Fair Employment Practices Act.
- » Successfully represented a law firm before the Connecticut

EDUCATION

- » Syracuse University College of Law (J.D., *summa cum laude*, 1995)
- » McGill University (B. Comm., *Great Distinction*, 1991)

BAR ADMISSIONS

- » Massachusetts
- » Connecticut

Supreme Court, establishing when a bonus is not considered a "wage" thereby avoiding double damages.

- » Obtained summary judgment for a private school faced with an age discrimination claim.
- » Successfully established that Workers' Compensation Commission did not have jurisdiction over managed care plan on behalf of construction and property management company.
- » Assisted clients in reducing citations and penalties issued by OSHA.
- » Successfully represented a client before the Connecticut Supreme Court on an appeal from the Freedom of Information Commission.
- » Obtained partial summary judgment for national footwear retailer faced with a disability discrimination claim.
- » Prevailed in arbitration challenging the dismissal of a long-term law enforcement officer.
- » Successful represented a political party before the Second Circuit Court Appeals regarding a ballot issue.

Honors & Awards

- » *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment
- » *The Legal 500 United States*, Recommended attorney in Labor & Employment - Labor and Employment Disputes (2021)
- » *The Best Lawyers in America* - Employment Law - Management, Labor Law - Management, Litigation - Labor and Employment (2018 - 2024)
- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » "Judge Maxwell Heiman Memorial Award," Hartford County Bar Association
- » "Impact Award," The Connecticut Law Tribune
- » *The Best Lawyers in America* "Lawyer of the Year," Hartford, Litigation - Labor and Employment (2018)
- » "Connecticut Super Lawyers," by *Thomson Reuters Super Lawyers* magazine, 2018-2021

Memberships

- » Connecticut Public Employer Labor Relations Association, Board of Directors

News & Insights

- » October 10, 2023 - Two FordHarrison Attorneys Named to 2023 Connecticut Super Lawyers List
- » August 17, 2023 - Five Hartford-Based FordHarrison Attorney Listed in the 2024 Best Lawyers in America
- » June 01, 2023 - FordHarrison Named Among Top Labor and Employment Law Firms in 2023 by Chambers USA
- » October 06, 2021 - New Connecticut Employment Laws
- » May 25, 2021 - FordHarrison Recognized by Chambers USA 2021 in Connecticut

Events

- » April 04, 2023 - NLRB's Recent Attack on Separation Agreements – What Are Employers to Do? - Complimentary Webinar
- » March 22, 2023 - The Biden Board: Current and Anticipated Changes in Labor Law by the NLRB - Complimentary Webinar
- » December 20, 2021 - Fasten Your Seatbelts, Connecticut's Paid Family and Medical Leave Program is about to Take Off - Complimentary Webinar
- » Recorded: Wednesday, May 20, 2020 - Returning to Work Phase 1- Practical Issues Every Employer Needs to Consider - Essentials for the Municipal Employer, Part III
- » Recorded: Tuesday, April 7, 2020 - Coronavirus (COVID-19) Essentials for the Municipal Employer - Part II - Complimentary Webinar

Offices

- » *Hartford:*
CityPlace II, 185 Asylum Street, Suite 820
Hartford, Connecticut 06103