

## MICHAEL J. SPAGNOLA

Partner / Hartford

mspagnola@fordharrison.com / P: 860-740-1364



**Mike Spagnola focuses his practice on solving difficult and complicated labor and employment problems for management clients.**

Mike represents employers exclusively in connection with all aspects of labor and employment law, and in particular, litigation and preventive counsel. He has appeared on behalf of clients in state and federal courts and before administrative agencies, for cases relating to discrimination, retaliation, harassment, whistleblowing, wrongful discharge, wage and hour law, worker classification, unemployment compensation, FMLA, workplace torts, breach of contract, non-competition agreements, and trade secret misappropriation. Mike also handles severance negotiations, negotiates contractual language, and represents businesses in commercial litigation.

Mike also represents management in connection with labor relations matters including unfair labor practice charges, union election petitions, grievance arbitrations, and serving as lead negotiator in collective bargaining. He also counsels management on union avoidance and represents employer trustees in deadlock arbitrations under the Labor Management Relations Act.

In addition to handling litigation and labor relations matters, Mike counsels employers on preventive labor and employment law measures, with a focus on lawful employee discipline, and statutory, regulatory, and contractual compliance. He works with management to identify problematic labor and employment law issues, and develops strategies, policies and procedures to assist in litigation avoidance.

While in law school, Mike served as an editor for the *Quinnipiac University Law Review*. Mike also served as a Judicial Intern to the Honorable Peter C. Dorsey, District Judge for the United States District Court in Connecticut.

### Representative Experience

- » Successfully represented company before the Connecticut Supreme Court in case of first impression concerning Part C

### EDUCATION

- » Quinnipiac University School of Law (J.D., *magna cum laude*, 2004)
- » Southern Connecticut State University (B.S., *magna cum laude*, 2001)

### BAR ADMISSIONS

- » Connecticut

### COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. District Court for the District of Connecticut
- » U.S. Court of Appeals for the Second Circuit

of Connecticut's "ABC Test" for determining independent contractor status.

- » Obtained summary judgment on all claims in discrimination, harassment, wage and retaliation case brought against employer and two supervisors; also obtained award of attorney's fees against the plaintiff for discovery violations.
- » Obtained summary judgment for employer based on *Garmon* preemption in free speech case brought under Conn. Gen. Stat. § 31-51q.
- » Convinced Region of NLRB that complaint should issue against labor union in charge brought by multi-employer group under Section 8(b)(4) of the NLRA.
- » Obtained dismissal of NLRB charge against employer alleging that charging party was terminated for filing and processing grievances under CBA.
- » Successfully represented employer and officers in case for unpaid sales commission by employee.
- » Obtained no reasonable cause finding in age discrimination, harassment and retaliation claim brought against employer in the CHRO.
- » Obtained dismissal of HIPAA complaint filed against employer with the Connecticut Attorney General's Office.
- » Negotiated reductions to wages, penalties and interest in wage and hour investigations and audits of employers.

## Honors & Awards

- » *Best Lawyers in America - Employment Law Management and Litigation - Labor and Employment*

## Memberships

- » Connecticut Bar Association
- » Hartford County Bar Association

## News & Insights

- » December 20, 2024 - Reminder!! Connecticut's Expanded Paid Sick Leave Law Takes Effect January 1, 2025
- » August 16, 2024 - Four Hartford-Based FordHarrison Attorneys Listed in the 2025 Best Lawyers in America
- » May 22, 2024 - What Connecticut Employers Need to Know About the Upcoming Changes to Connecticut's Paid Sick Leave Law
- » August 17, 2023 - Five Hartford-Based FordHarrison

Attorney Listed in the 2024 Best Lawyers in America

- » May 10, 2021 - FordHarrison Adds Three Partners to Hartford Office

## Offices

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