

Jarad M. Lucan

Partner

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Jarad is chair of the firm's Employment and Labor Practice Group. In his day-to-day practice, Jarad represents local and state governments, non-profit organizations, public and private educational institutions, health care entities, construction companies, manufacturers and service providers in traditional labor management relations and employment law. Jarad emphasizes legal representation that goes beyond matter to matter, and focuses on the business needs and goals of each client. This approach, coupled with his extensive experience in labor and employment law, allows Jarad to develop a deep understanding of his clients' business and provide practical, effective counsel. A skilled negotiator, Jarad provides proactive counsel and secures positive resolutions for employers in state and federal courts and before administrative agencies, including the National Labor Relations Board, the Equal Employment Opportunity Commission, the Commission on Human Rights and Opportunities, the Department of Labor and the Connecticut State Board of Labor Relations.

In labor matters, Jarad represents clients in collective bargaining, grievance and arbitration proceedings, labor disputes, unfair labor practices litigation, union-organizing efforts, matters related to business disruptions, and certification and decertification elections. Jarad has negotiated favorable contracts for major cities across Connecticut, serving as a lead negotiator during contract negotiations with unions.

Jarad understands the complications of the modern workplace, and regularly advises employers on a broad range of personnel-related matters such as disciplinary issues; requests for accommodations; personnel policies, handbooks and manuals; wage and hour issues; discrimination; wrongful discharge; harassment; and retaliation. Sought-after for his experience assisting employers in crisis-response and risk management matters, Jarad advises clients on employment issues complicated by difficult social and economic developments. In light of high-profile cases involving claims of sexual

harassment and misconduct in the workplace, Jarad also provides a highly effective, interactive and engaging sexual harassment prevention training program to employers, consistent with the Connecticut Time's Up Act, as well as other trainings geared towards developing more effective supervisors and managers.

A frequent speaker and author, both nationally and locally, Jarad is often contacted by the media to comment on labor and employment legal matters. He has written numerous articles, analyses and alerts on labor and employment matters, and is an ongoing contributor to a leading industry and legal journal.

In addition to being the Chair of the Employment and Labor Practice Group, Jarad is committed to furthering opportunities in the legal industry. He serves on the Firm's Committee on Diversity and Inclusion and has been instrumental in developing the Firm's robust mentoring program.

Distinctions

- Listed in The Best Lawyers in America®: *Labor Law - Management* (2021-2026)
- Listed as a Connecticut Super Lawyer®: *Employment & Labor* (2018-2024)
- Listed as a Connecticut Super Lawyer Rising Star®: *Employment & Labor* (2013-2017)
- New Leader in the Law, *Connecticut Law Tribune* (2015)

Professional Affiliations

- American Bar Association
- Connecticut Bar Association: Member, Labor and Employment Section
- Hartford County Bar Association
- Labor and Employment Relations Association
- Connecticut Public Employer Labor Relations Association
- National Association of College and University Attorneys
- CBIA Labor & Employment Law Council, Member

Community Involvement

- Fred D. Wish School Volunteer Tutor Program
- Riverfront Recapture, Inc.: Board of Directors

Credentials

Education

- Villanova University, B.A., 1998

- Quinnipiac University School of Law, J.D., 2007, *cum laude*

Bar Admissions

- Massachusetts
- Connecticut, 2007

Court Admissions

- U.S. District Court, District of CT, 2008
- U.S. Court of Appeals for the Second Circuit