

## Daniel A. Schwartz

Partner

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Hartford

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Dan has decades of experience solving complex, employment law problems for companies, including financial services and hedge funds, technology companies, and fortune 500 companies; public and private schools; and non-profits to help them avoid litigation and remain successful. He has brought his substantial experience to hundreds of federal and state cases nationwide, litigating in a variety of areas, including employment discrimination and FMLA, retaliation and whistleblowing restrictive covenants and trade secrets, wage and hour class actions, and commercial litigation. He also serves as a mediator in cases in Connecticut, reflecting both his deep knowledge and the respect of his legal peers. In 2023, Dan was inducted into the College of Labor & Employment Lawyers joining a small group of less than 10 attorneys statewide with such distinction.

Lauded by clients and peers for being a “go-to source” with “substantial knowledge of employment issues,” Dan brings a practical approach and warm demeanor to sensitive and difficult situations. For large multi-national companies, family-owned businesses, home healthcare employers, religious institutions, non-profits, independent schools, manufacturers and more, Dan helps clients solve problems and manage issues such as voluntary and involuntary reductions in force, employee investigations, pandemic-related leave and absences, hiring and termination, employment handbooks and policies, and responding to government audits on wage & hour and misclassification issues.

In litigation, Dan brings the same practical approach by zealously advocating for clients while highlighting the risks and benefits specific to each case. He has successfully defended employers in wrongful termination lawsuits, both at the trial and appellate courts, and has argued cases at the Second and Sixth Circuit Courts of Appeals and the Connecticut Supreme and Appellate Courts.

For over 16 years, Dan has published the "Connecticut Employment Law Blog", one of the most widely read and respected law blogs in the nation. From 2009-2014, the *ABA Journal* named it one of the top 100 blogs produced by lawyers (the "Blawg 100") and in 2014, also named the blog to its "Blawg 100 Hall of Fame" where it remains today, noting that Dan "consistently impresses us with concise and incisive analysis of the latest cases and issues to arise in employment law." In 2013, the United States Library of Congress selected the website for inclusion in the historic collection of internet materials related to "Legal Blawgs." Dan is highly sought after nationwide as a presenter on employment law and technology-related issues to groups, including the National Retail Federation, the Society of Human Resources and Management, the American Bar Association, and the Connecticut Bar Association.

Beyond lawyering, Dan is a leader in the American and Connecticut bars and the community. He is currently serving a three-year term on the Board of Governors for the American Bar Association. For over 15 years prior to that, he served in the ABA House of Delegates, before becoming the Connecticut State Delegate and serving on the ABA Nominating Committee from 2015-2022. In 2022, Dan received the John Eldred Shields Distinguished Professional Service Award from the Connecticut Bar Association, for his outstanding service through or on behalf of the CBA, for the benefit of the legal community and the community at large. He is Past-Chair of the Connecticut Bar Foundation's James W. Coopers Fellows, after two years of leading that group in programs related to the opioid epidemic, systemic racism, rule of law, and other leading-edge issues in society. He is the past President of the Golf Club of Avon, after two years of leading that organization through a new playground and outdoor space, a new website and mobile app, renovations to the course, and a strategic initiative for the next five years. Dan is also a past member on the Board of Directors for the Farmington Valley Jewish Congregation and is the former Chair of Corporate Sponsorship Programs for the Jewish Federation of Greater Hartford.

When not working or thinking about the law, Dan enjoys trivia, participating in "Learned League" and once appearing on *Who Wants to Be a Millionaire* with Regis Philbin. He is also a prolific restaurant reviewer on Yelp, publishing over 1000 reviews and being recognized as a Yelp "Trailblazer" and Yelp Elite for over 10 years. He is a devoted husband and proud parent to three children. Dan also enjoys spending time grilling, skiing and golfing, though he confesses that he is mediocre at best with all.

## Distinctions

- Listed in The Best Lawyers in America®: *Employment Law - Management, Labor Law - Management* (2006-2026)
- Listed in Chambers USA: *Labor and Employment* (2013-2025), Band 1 (2022-2025)
- Listed as a Connecticut Super Lawyer®: *Employment & Labor* (2010-2024)
- Inducted into *The College of Labor & Employment Lawyers (CLEL)*: Class of 2023
- Named "Lawyer of the Year" (2021): Best Lawyers® Hartford Region *Labor Law - Management*

- *Benchmark Litigation*, Litigation Star (2020); Labor & Employment Star (2020)
- American Bar Foundation: Fellow
- Connecticut Bar Foundation: James W. Cooper Sustaining Life Fellow
- JD Supra Readers' Choice Awards: *Top Author, Employer Liability Issues* (2016, 2017, 2018)
- Fastcase 50 Award, *Fastcase* (2012)
- 40 Under Forty, *Hartford Business Journal* (2010)
- "Legal Rebels," *ABA Journal* (2009)
- American Bar Association's Outstanding Young Lawyer of the Year Award: Finalist (2008)
- American Bar Association's Young Lawyers Division: Star of the Year Award (2007)
- New Leader of the Law, *Connecticut Law Tribune* (2003)

## Professional Affiliations

- American Bar Association Board of Governors (2022-2025)
- American Bar Association House of Delegates (2005-Present); Connecticut State Delegate (2015-2022)
- American Bar Association: Nominating Committee (2015-2022)
- Connecticut Bar Foundation James W. Cooper Fellows: Chair (2018); Vice-Chair (2016-2018); Education and Program Committee, Chair (2017-2018)
- American Bar Association: Labor & Employment Law Section; Past co-chair, Social Media Subcommittee (2012-2014)
- Connecticut Bar Association: Labor & Employment Law Section, Executive Committee Member (2006-2017)
- Hartford County Bar Association: Board of Directors, Directors (2014-2017)
- New York State Bar Association
- National Association of College and University Attorneys

## Community Involvement

- Jewish Federation of Greater Hartford: Corporate Partnership Chair (2014-2019); Co-Chair, 2015 Men's Philanthropy "Visions" Event; Member, Planning & Allocation Steering Committee
- Golf Club of Avon: Past President (2018-2020); Member, Board of Governors (2015-2022)
- March of Dimes, Hartford Chapter: Past Chair, Celebrity Chef Stars Dinner
- Farmington Valley Jewish Congregation: Member, Board of Directors (2016-2022)
- American Cancer Society, Relay for Life, Farmington Valley Chapter, Parent Volunteer

## Credentials

### *Education*

- University of Pennsylvania, B.A., 1992
- Washington University (St. Louis), J.D., 1995

### *Bar Admissions*

- New York
- Connecticut

### *Court Admissions*

- U.S. Supreme Court
- U.S. Court of Appeals for the Sixth Circuit
- U.S. Court of Appeals for the Second Circuit
- U.S. District Court, District of CT
- U.S. District Court, Eastern District of MI
- U.S. District Court, Southern District of NY