



James F. Shea

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Practices

General Employment
Litigation

Services

Reductions-in-
Force/WARN Act

Industries

Healthcare
Life Sciences

Education

University of Notre Dame
Law School
J.D., 1995

College of the Holy Cross
B.A., 1992

Admitted to Practice

- 2nd Circuit Court of Appeals, 2006
- Connecticut - D. Conn., 1996
- Connecticut, 1996

James F. Shea is a principal and the litigation manager in the Hartford, Connecticut, office of Jackson Lewis P.C. Jim concentrates his practice on employment litigation and preventive counseling. He represents employers in a variety of forums, including state and federal courts, the state and federal departments of labor, the Connecticut Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission. Jim has been an attorney with Jackson Lewis since 1998.

Jim has successfully represented employers through all stages of litigation -- from trials in state and federal courts through appeals before the Connecticut Supreme Court and the Second Circuit Court of Appeals. He has litigated claims alleging discrimination, harassment, wrongful discharge, breach of contract, whistleblower violations and a variety of other statutory and common law claims. He is experienced in handling class and collective actions alleging violations of state and federal wage/hour laws, including claims involving retail managers, insurance claims adjusters and restaurant workers. He has also litigated multi-plaintiff discrimination claims in federal court and before the EEOC.

In addition to his litigation experience, Jim advises employers on a wide range of employment-related issues including reductions-in-force, non-compete agreements and personnel policies. Jim is a frequent speaker and conducts management training on a variety of topics such as harassment prevention, leave and disability law, workplace privacy, and personnel management skills. He has authored articles on workplace law issues that have appeared in the Hartford Business Journal, the Connecticut Law Tribune, The Corporate Counselor and the HR Communicator.

Honors and Recognitions

- *The Best Lawyers in America*, "Employment Law - Management, Litigation - Labor and Employment" (2017-present)
- *Connecticut Super Lawyers®*, "Super Lawyer" (2010-present)

Professional Associations and Activities

- Connecticut Bar Association
- Human Resource Association of Central Connecticut, Board of Directors Member and Chair of the Legislative Sub-Committee
- Leadership Greater Hartford, Quest Program, 2004 participant

Pro Bono and Community Involvement

- Grace Academy, Hartford, CT, Board of Directors Member
- Our Piece of the Pie, Officer and Board of Directors Member (2002-2010)

Published Works

- "Unfinished Business: New Procedures at the CHRO," *Connecticut Law Tribune*, Vol. 41, No. 43 (October 26, 2015) [Co-Author]
- "Is Your Volunteer Really an Employee," *Hartford Business Journal* (May 11, 2015) [Co-Author]
- "That Summer Intern May Be a Legal Liability," *Hartford Business Journal* (June 10, 2013) [Co-Author]
- "Connecticut Supreme Court Limits CFMLA," *The HR Communicator*, Vol. XXXV, No. 10 (November 2012) [Author]
- "Step-By-Step Guide To Paid Sick Leave," *Hartford Business Journal* (December 19, 2011) [Co-Author]
- "Workplace Retaliation Rulings Pose Challenges," *Connecticut Law Tribune*, Vol. 37, No. 17 (April 25, 2011) [Author]
- "New Media Demand New Workplace Rules," *Hartford Business Journal* (February 28, 2011) [Co-Author]
- "Five Steps Hospitals Can Take to Avoid Being Sued By Medical Residents," *The Healthcare Employer*, Vol. 37, No. 2 (Fall 2010) [Author]
- "A Guide to Using Social Networking Sites in Making Hiring Decisions," *The HR Communicator*, Vol. XXXI, No. 10 (November 2010) [Author]
- "Supreme Court Again Broadens Scope of Fair Employment Anti-Retaliation Provisions," *The Corporate Counselor*, Vol. 23, No. 13 (May 2009) [Author]
- "Best Practices for Conducting Reductions in Force," *The HR Communicator*, Vol. XXX, No. 2 (February 2009) [Author]
- "When Workplace Reductions Are Absolutely Inevitable," *Connecticut Law Tribune*, Vol. 34, No. 43 (October 27, 2008) [Author]