

BETH M. SMITH

Counsel / Hartford

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Beth Smith has provided advice and counsel in labor and employment law and commercial litigation for more than 20 years to businesses of all sizes.

Beth has represented clients on a full range of legal issues before administrative agencies, arbitrators, and in state and federal courts. In addition to handling litigation and administrative charges, she regularly provides guidance to public and private sector employers on a variety of issues such as employment agreements, handbooks and policies, internal investigations, employee discipline and termination, layoffs, leaves of absence, and wage and hour law. She has litigated issues related to discrimination claims, violations of non-compete agreements, and misappropriation of trade secrets. Beth's clients range from small companies to large multinational employers in industries including healthcare, retail, and the financial sector.

Beth's legal experience is not limited to private practice, as she recently served as Associate General Counsel for Labor & Employment for a large health system and as General Counsel for a mid-sized homecare agency, managing litigation matters and outside counsel, among other responsibilities. These opportunities allowed Beth to obtain experience and a first-hand appreciation for the legal process and requirements from a client's perspective.

Representative Experience

- » Obtained summary judgment for an employer in the utilities industry on a claim against a former employee for misappropriation of trade secrets.
- » Obtained summary judgment for an employer in the financial services industry on a claim for disability discrimination.
- » Successfully represented a healthcare provider concerning a complaint before the Department of Public Health.
- » Ensured WARN Act compliance for an employer related to the sale of a business unit.
- » Provided advice and counsel on wage and hour issues related to live-in employees in the homemaker/ companion

EDUCATION

- » University of Connecticut School of Law (J.D., *with honors*, 1998)
- » University of Connecticut School of Business (M.B.A., 1998)
- » Mississippi State University (B.S., 1982)

BAR ADMISSIONS

- » Connecticut

COURT ADMISSIONS

- » U.S. Supreme Court
- » U.S. Court of Appeals for the Second Circuit
- » U.S. District Court for the Eastern District of New York
- » U.S. District Court for the Southern District of New York
- » U.S. District Court for the District of Connecticut

industry.

- » Obtained a permanent injunction against an employee who had misappropriated trade secrets from his employer, and secured the return of the stolen data.

Memberships

- » American Bar Association
- » Connecticut Bar Association, Standing Committee on Professionalism
- » Rebuilding Together Hartford, Board Member

News & Insights

- » SourceBook - Co-Editor, FordHarrison's Labor & Employment Sourcebook, Wage and Hour - Fair Labor Standards Act
- » January 12, 2021 - The First Amendment: Where it is Implicated, and Where it is Not
- » July 29, 2020 - Connecticut Creates Rebuttable Presumption that COVID Infection was Work-Related for First Months of the Pandemic
- » May 14, 2020 - Returning to Work in Connecticut: Phase 1 Guidelines
- » April 10, 2020 - Recent COVID-19-Related Executive Orders Impact Connecticut Employers

Offices

- » *Hartford:*
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