FORDHARRISON

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. She frequently litigates issues related to discrimination claims, contract claims, violations of non-compete agreements, and misappropriation of trade secrets. 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, collective bargaining agreements, handbooks and policies, internal investigations, employee discipline, layoffs, leaves of absence, paid sick leave, workers' compensation, and wage and hour law. Beth's clients range from municipalities, nonprofits, and companies in a variety of industries, including healthcare, hospitality, retail, and the financial sector.

Beth's legal experience is not limited to private practice, as she previously 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.
- Obtained summary judgment for a municipal employer on a claim of race discrimination.
- Successfully represented a healthcare provider concerning a complaint before the Department of Public Health.
- Ensured WARN Act compliance for an employer related to

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

the sale of a business unit.

- Provided advice and counsel on wage and hour issues related to live-in employees in the homemaker/ companion 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

News & Insights

- SourceBook - Co-Editor, FordHarrison's Labor & Employment Sourcebook, Wage and Hour - Fair Labor Standards Act
- December 20, 2024 - Reminder!! Connecticut's Expanded Paid Sick Leave Law Takes Effect January 1, 2025

Offices

- *Hartford:*
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