

MICHAEL C. HARRINGTON

Partner / Hartford

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Mike focuses his practice on providing legal guidance to public and private sector employers in managing all aspects of the employment relationship.

Having studied business with a concentration in labor relations, Mike has always been interested in the dynamic of the employment relationship. Over the past 3 decades, Mike has assisted employers of all sizes in both the public and private sectors.

Mike litigates cases in state and federal courts and has argued numerous cases before the Court of Appeals for the Second Circuit, the Connecticut Appellate Court, and the Connecticut Supreme Court. He also frequently appears before the Connecticut Commission on Human Rights & Opportunities, the Massachusetts Commission Against Discrimination (MCAD), the Connecticut Employment Security Division, the Connecticut Workers' Compensation Commission, the state and federal Departments of Labor, the National Labor Relations Board, the State Labor Board, the Freedom of Information Commission, and OSHA/ConnOSHA. Mike's clients operate in a wide variety of industries including retail, healthcare, energy, and manufacturing. He has also represented political parties and candidates in various election matters.

Mike is adept in handling arbitrations and mediations, and regularly represents employers in grievance and interest arbitrations before the State Board of Mediation and Arbitration and before arbitrators of the American Arbitrator Association. Mike's labor relations experience also includes defending employers in unfair labor practice/prohibitive practice investigations and hearings.

In addition to his litigation and labor relations experience, Mike routinely advises clients on how to achieve their objectives and minimize legal risk within the changing landscape of labor and employment laws. Mike, who has completed the MCAD's trainer course, regularly provides training to clients and industry groups on harassment prevention, union campaigns, best practices for supervisors, and other topics.

Representative Experience

EDUCATION

- » Syracuse University College of Law (J.D., *summa cum laude*, 1995)
- » McGill University (B. Commerce, *Great Distinction*, 1991)

BAR ADMISSIONS

- » Massachusetts
- » Connecticut

- » Successfully represented an employer before the Connecticut Supreme Court in establishing that punitive damages were not available under Connecticut Fair Employment Practices Act.
- » Successfully represented a law firm before the Connecticut Supreme Court, establishing when a bonus is not considered a "wage" thereby avoiding double damages.
- » Obtained summary judgment for a private school faced with an age discrimination claim.
- » Successfully established that Workers' Compensation Commission did not have jurisdiction over managed care plan on behalf of construction and property management company.
- » Assisted clients in reducing citations and penalties issued by OSHA and federal and state DOLs.
- » Successfully represented a client before the Connecticut Supreme Court on an appeal from the Freedom of Information Commission.
- » Obtained partial summary judgment for national footwear retailer faced with a disability discrimination claim.
- » Prevailed in arbitrations challenging the dismissal of long-term law enforcement officers.
- » Successfully represented a political party before the Second Circuit Court Appeals regarding a ballot issue.
- » Obtained summary judgment for a medical practice faced with a claim of pregnancy discrimination.

Honors & Awards

- » AV® Preeminent Peer Review Rated by Martindale-Hubbell
- » *Chambers USA: America's Leading Lawyers for Business*, Labor & Employment
- » *The Legal 500 United States*, Recommended attorney in Labor & Employment - Labor and Employment Disputes (2021)
- » *The Best Lawyers in America* - Employment Law - Management, Labor Law - Management, Litigation - Labor and Employment (2018 - 2026)
- » "Judge Maxwell Heiman Memorial Award," Hartford County Bar Association
- » "Impact Award," The Connecticut Law Tribune
- » *The Best Lawyers in America* "Lawyer of the Year,"

Hartford, Litigation - Labor and Employment (2018)

- » "Connecticut Super Lawyers," by *Thomson Reuters Super Lawyers* magazine, 2018-2021

Memberships

- » Connecticut Public Employer Labor Relations Association, Board of Directors

News & Insights

- » August 21, 2025 - Four FordHarrison Attorneys Named to 2026 Connecticut Super Lawyers List and Two Listed in Ones To Watch
- » October 10, 2024 - Three FordHarrison Attorneys Named to 2024 Connecticut Super Lawyers List
- » August 16, 2024 - Four Hartford-Based FordHarrison Attorneys Listed in the 2025 Best Lawyers in America
- » June 07, 2024 - FordHarrison Named Among Top Labor and Employment Law Firms in 2024 by Chambers USA
- » October 10, 2023 - Two FordHarrison Attorneys Named to 2023 Connecticut Super Lawyers List

Events

- » June 01, 2025 - June 2025: Investigations, Discipline and Evaluations – Seminar for Supervisors
- » September 01, 2024 - September 2024: State of Union Activity - Seminar for Supervisors
- » March 01, 2024 - March 2024: Supervisor and Manager Training - Seminar for Supervisors
- » November 01, 2023 - November 2023: Accommodating Disabled Individuals - Seminar for client
- » November 01, 2023 - November 2023: Key Provisions for an Employee Handbook - Seminar for Supervisors

Offices

- » *Hartford:*
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