

Howard Fetner

Counsel

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Overview

Howard "Howie" Fetner represents employers in state and federal courts, arbitrations and before administrative agencies in employment matters, including discrimination, retaliation, harassment, wrongful termination, non-competition, non-solicitation and breach of contract. He advises employers on matters such as employee hiring, discipline, and termination; employment contracts; employee policies and handbooks; wage and hour issues; internal investigations; disability accommodation and other employment-related issues. Howie also represents individuals and businesses in probate litigation, complex commercial disputes, and appeals.

Howie served as judicial clerk to Judge Barrington D. Parker, U.S. Court of Appeals for the Second Circuit, 2001-2003.

Experience

No aspect of this advertisement has been approved by the highest court of any state. Prior results do not guarantee a similar outcome.

Successfully represented an employer in federal court jury trial of former employee's race and national origin discrimination claims

Successfully represented a nonprofit employer in court trial of former employee's breach of contract claim

Won summary judgment for an employer on former employee's age discrimination and disability discrimination claims; successfully defended judgment on appeal

Won summary judgment for employers in state and federal court discrimination, hostile work environment and breach of contract lawsuits

Successfully defended an employer from an employee's whistleblower retaliation claim under Sarbanes-Oxley Act

Successfully represented an employer in obtaining damages from former employee for theft of confidential information

Won summary judgment for a university on a professor's claims arising from denial of tenure; successfully defended judgment on appeal

Won summary judgment for a university on defamation, negligence and breach of contract claims seeking $55 million in damages; successfully defended judgment on appeal

Practices & Industries

Academic Institutions & Higher Education

Complex Commercial Litigation

Employment & Labor

Employment Contracts

Employment Counseling & Training

Employment Litigation

Litigation

Restrictive Covenants & Trade Secrets

Wage and Hour Compliance & Employee Compensation

Defended university against claims brought by vexatious litigant and successfully enjoined plaintiff from filing additional motions or claims against the client

Represented an independent school in defense of former student's sexual abuse claim

Conducted an investigation for independent school of former student's sexual abuse claim

Won judgment for a trust settlor on claim brought by trust beneficiary alleging fraudulent adoptions; successfully defended judgment on appeal

Successfully represented a trust beneficiary in claims against trustee concerning misuse of trust funds

Successfully represented family members in claims concerning undue influence and lack of capacity with respect to revisions to relative's estate plan

Won summary judgment for a newspaper on defamation and false light invasion of privacy claims

Won summary judgment for a company on antitrust claim brought by competitor; successfully defended judgment on appeal

Obtained upgrade in discharge status in pro bono representation of a U.S. Army veteran

Education and Credentials

Education

Harvard Law School, J.D., *cum laude*, 1999

Yale University, B.A., *magna cum laude*, 1996

Admissions

State of Connecticut

State of New York

U.S. District Court, District of Connecticut

U.S. District Court, Eastern District of New York

U.S. District Court, Southern District of New York

U.S. Court of Appeals for the Second Circuit

U.S. Supreme Court

Affiliations

American Bar Association, Litigation Section

Connecticut Bar Association

Recognition and Community

No aspect of this advertisement has been approved by the highest court of any state. Prior results do not guarantee a similar outcome. See Awards Methodology.

Recognitions

Selected to the list of Connecticut *Super Lawyers*®, Employment and Labor, 2016-2018

Insights

Expanded Connecticut Electronic Monitoring Law Takes Effect
Day Pitney Alert, October 8, 2026

2026 Day Pitney Annual Employment & Labor Seminar
September 18, 2026

New Jersey Raises the Stakes for Independent Contractor Use By Adopting Worker Classification Regulations
Day Pitney Alert, June 25, 2026

Connecticut Enacts Broad Workforce Legislation Impacting Employer Obligations
Day Pitney Alert, May 27, 2026

The Employee/Independent Contractor Pendulum Swings Back Again
Day Pitney Alert, April 6, 2026

Key Connecticut Employment Law Developments Employers Should Address in 2026
Day Pitney Alert, January 22, 2026

Executive Orders Raise Compliance Concerns for Employers
Day Pitney Alert, May 6, 2025

Second Circuit Clarifies Employer Obligations Under ADA: Accommodation May Be Required Even If Employee Can Perform Essential Job Functions Without It
Day Pitney Alert, April 24, 2025

A Mostly Quiet Year for Employment Laws During Connecticut's 2024 Legislative Session
October 21, 2024

NLRB GC Proposes Significant Penalties for Employers' Use of Non-Compete and Stay-or-Pay Agreements
October 11, 2024

Texas Court Invalidates FTC Noncompete Rule Nationwide
August 21, 2024

Texas Ruling Puts Future of FTC Noncompete Rule in Doubt
July 10, 2024

New York Employment Law Developments: Paid Lactation Breaks, Posting Requirements and More
May 22, 2024

FTC Adopts Near-Total Ban on Noncompete Agreements
April 24, 2024

Connecticut Employee's Claims That She Was Terminated Based on Medical Marijuana Use Go Up in Smoke
March 26, 2024

New York Rings in the New Year With New Employment Laws
January 29, 2024

New York Employment Law Continues to Heat Up Even as the Weather Cools Down
August 31, 2023

Connecticut Employers Beware: Despite Quiet Legislative Session, Big Changes Could Be on the Horizon
July 18, 2023

New York State and City Pay Transparency Laws Continue to Evolve
March 24, 2023

2022 Connecticut Employment Law Recap
February 2, 2023

2023 New York Employment Law Updates
January 11, 2023

New York Law Prohibits Employers From Disciplining Employees for Lawful Absences
December 20, 2022

DOL Shakes Up Employee/Independent Contractor Distinction Again
October 17, 2022

Don’t Fall Behind: Stay Up to Date With the Changes to New York’s Employment Laws
October 3, 2022

Weeding Out Impaired Employees: NJ Commission Issues Guidance on Adverse Employment Action for Cannabis Use
September 20, 2022

Connecticut FMLA Notice Requirement Takes Effect July 1
June 27, 2022

Day Pitney's Annual Employment and Labor Conference Session 1
June 9, 2022

NJ Court Holds First Amendment Does Not Prohibit Employee Discharge for Racially Insensitive Post
June 8, 2022

Do You Know Where Your Employees Are? The Risks of Remote Work
April 11, 2022

Keeping Up With New York's New Employment Laws
March/April 2022

New Year, New(ish) Connecticut Employment Laws
January 13, 2022

Keeping Up With New York's New Employment Laws in the New Year
January 11, 2022

New York Revises Model Workplace Safety Plan Under HERO Act
October 4, 2021

NY Designates COVID-19 a Highly Contagious Communicable Disease, Triggering HERO Act Workplace Safety Plans
September 13, 2021

Amendment to Connecticut Law Requires Salary Range Disclosures to Applicants and Employees
June 17, 2021

EEOC OKs Employer COVID-19 Vaccine Mandates and Incentives
June 11, 2021

Not So Fast: New York City Ordinance Ends At-Will Employment for Fast Food Workers
March 25, 2021

New DOL Rule Expands Religious Employers' Exemption From Federal Contracting Anti-Discrimination Requirement
December 17, 2020

As Deadlines for New Connecticut Laws Approach, Employers Must Be Sure To Comply
December 15, 2020

Months After DOL Issues New "Joint Employer" Rule, Federal Judge Strikes It Down
October 30, 2020

Ruling Invalidates Portions of the Families First Coronavirus Response Act Regulations
August 5, 2020

Department of Labor Issues Two New Wage and Hour Rules
July 30, 2020

New DOL and NLRB Rules Restrict Potential Joint Employer Liability, EEOC Likely to Follow
July 30, 2020

Connecticut Updates Safe Workplace Rules for Essential Employers and COVID-19
April 28, 2020

Department of Labor Wage and Hour Division Issues Employment Law Guidance Relating to COVID-19
March 26, 2020

COVID-19 - Answers to Questions on Every Employer's Mind
March 18, 2020

Bonuses Paid by Third Parties May Not Need to Be Included in Calculating Overtime
December 12, 2019

Is a Chronically Absent Employee Entitled to an Accommodation That Would Result in More Absences?
November 20, 2019

Massachusetts Paid Family and Medical Leave Requirements Come Into Focus
June 28, 2019

Chronically Absent Employee Is Not Entitled to Accommodation That Would Result in More Absences
June 28, 2019

Connecticut's 'Time's Up Act' Expands Employer's Obligations to Prevent Sexual Harassment
June 26, 2019

In Massachusetts, Denial of Lateral Transfer Can Support Discrimination Claim
March 28, 2019

EEOC Identifies Approaches to Revamping Workplace Culture to Prevent Harassment
December 31, 2018

NYS Issues Draft Model Sexual Harassment Policy and Training: Employers Must Act to Ensure Compliance With Both State and City Laws
September 4, 2018

New York City Releases Required Sexual Harassment Poster and Information Sheet
August 8, 2018

Connecticut Joins the Growing List of States Banning Employers From Inquiring About Job-Seekers' Salary History
May 24, 2018

AARP Lawsuit Puts EEOC In An Awkward Position
November 23, 2016

Sexual Orientation Discrimination, Title VII And The EEOC
July 28, 2015

News

Day Pitney Represents AlphaCrest Capital Management in Strategic Investment by Brummer & Partners
July 31, 2018

87 Day Pitney Lawyers Named to 2016 Super Lawyers List
November 10, 2016

In The Media

Employee's Medical Marijuana Termination Claim Goes Up in Smoke
April 15, 2024

Employment and Labor Conference Session 1
Day Pitney Webinar, June 8, 2022

Connecticut Bar Association: Member Spotlight
Connecticut Bar Association, January 15, 2020

Judge Allows Company to Withhold Benefits From Departing Employee
The Connecticut Law Tribune, March 29, 2016