

Daniel L. Schwartz

Partner

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Overview

Daniel "Dan" Schwartz represents employers in a wide variety of litigation matters, including but not limited to claims alleging wrongful termination, discrimination, harassment, hostile work environment, breach of contract, whistleblower retaliation, violation of wage statutes and infliction of emotional distress. He represents companies and individuals in injunction hearings arising from and related to non-competition, non-solicitation and/or confidential information agreements. Dan also defends schools and other institutions from negligence and other claims arising from allegations of inappropriate sexual relationships and conduct. In conjunction with his active litigation practice, Dan counsels and advises employers on hiring procedures, drug testing, employment contracts, employee handbooks, employee benefit plans, internal investigations, accommodation of disabilities, harassment prevention, employee disciplinary issues, termination decisions and other employment-related issues. Dan assists clients in avoiding litigation, in developing the best available defenses to litigation, and, where necessary, in prevailing in litigation.

As a senior partner with more than thirty years of experience, Dan often serves in the role of outside general counsel. In this capacity, he coordinates with other partners at the firm to assist clients in addressing a wide variety of legal issues, including, but not limited to, construction contracts, land use, environmental issues, property leases, vendor contracts, tax issues, social media issues, contract disputes, succession planning, joint ventures and corporate governance. The clients with whom Dan regularly works include private equity firms, hedge funds, family offices, wealth managers, investment banks, insurers, banks, credit unions, manufacturers, restaurants, private and parochial schools, colleges and universities, and non-profit organizations.

Dan consistently has been ranked as a recognized practitioner for Labor and Employment in Connecticut by *Chambers USA** (Chambers & Partners), *The Best Lawyers in America** (Woodward/White, Inc.).

**No aspect of these advertisements have been approved by the highest court of any state. See Awards Methodology*

Experience

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

Practices & Industries

- **Academic Institutions & Higher Education**
- **Employment & Labor**
- **Employment Contracts**
- **Employment Counseling & Training**
- **Employment Litigation**
- **Litigation**
- **Restrictive Covenants & Trade Secrets**
- **Wage and Hour Compliance & Employee Compensation**
- **Workplace Investigations**

Sucessfully defended hedge fund at trial against a lawsuit filed by its former Chief Operating Officer alleging whistleblower retaliation, defamation and related claims and seeking more than $100 million in damages

Successfully defended hedge fund in an arbitration where a former business development executive sought over $5 million in post-separation commissions

Defending private school in putative class action alleging that the school failed to properly supervise a former information technology employee who allegedly surreptitiously copied intimate photographs of students

Successfully defended investment advisor firm in an arbitration where former senior executives sought pre-judgment remedy of $20 million

Represented Fortune 500 company in EEOC nationwide class action investigation regarding alleged failure to accommodate pregnant employees

Represented an investment bank in clawing back bonus of $250,000 and recovering attorney's fees from form vice president who made false representations to induce payment of bonus

Defended private schools in multiple cases alleging educator sexual abuse, negligence, and failure to supervise

Defended several employers in sexual harassment claims arising from #MeToo movement

Defended hedge fund in an arbitration where terminated analyst sought allegedly promised bonus in excess of $1 million

Obtained summary judgment in federal district court and affirmance from Second Circuit Court of Appeals in a case where terminated employee alleged disability discrimination based on alcoholism

Obtained jury verdicts in favor of defendant employers in several different age, race and gender discrimination cases

Obtained temporary restraining orders and/or preliminary injunctions in several different matters to prevent former employees from breaching non-competition and/or non-solicitation agreements

Represented employer before the Second Circuit Court of Appeals in case where the Court reversed jury verdict of $400,000 for the terminated employee and directed judgment in favor of employer

Obtained finding of no liability on behalf of the defendant employer in an arbitration where the plaintiff former CEO sought in excess of $9 million in additional stock options and restricted stock

Obtained a finding of no liability in favor of the defendant hedge fund in arbitration where the plaintiff former analyst alleged gender discrimination and sought in excess of $2 million in damages

Successfully defended a large manufacturer at a CHRO public hearing where the claimant alleged a sexually hostile work environment

Obtained summary judgment decisions in favor of defendant employers in multiple discrimination, breach of contract cases, and other cases

Obtained no liability decisions from FINRA arbitration panels in several different cases seeking more than $1 million in damages based on claims of unsuitable investment advice, negligent supervision, and/or misrepresentation

Education and Credentials

Education

J.D., 1988, Order of the Coif; associate editor, *University of California at Berkeley Law Review*

Princeton University, B.A., *cum laude*, 1985, In Economics

Admissions

State of Connecticut

State of New York

State of California

U.S. Court of Appeals for the Second Circuit

U.S. District Court, District of Connecticut

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

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

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

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

U.S. Supreme Court

Affiliations

American Bar Association

Fairfield County Bar Association

U.S. District Court, District of Connecticut Special Master

2001 Fairfield County Leadership Program

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 as the Employment Law – Individuals Lawyer of the Year for the Stamford Metro Area by *The Best Lawyers in America* (Woodward/White, Inc.), 2026

Selected as the Employment Law – Management Lawyer of the Year for the Stamford Metro Area by *The Best Lawyers in America* (Woodward/White, Inc.), 2020-2021, 2023, and 2025-2027

Chosen for inclusion in *Chambers USA Legal Directory* (Chambers & Partners) of recognized practitioners for Labor and Employment in Connecticut, 2005-2026

Chosen for inclusion in *The Best Lawyers in America* (Woodward/White, Inc.), Employment Law – Individuals, 2011-2027; Employment Law – Management, 2011-2027, Labor Law – Management, 2011-2027, Labor Law – Union, 2011-2027

Chosen for inclusion in Band 1 of the *Chambers USA Legal Directory* (Chambers & Partners) of recognized practitioners for Litigation: Labor and Employment in Connecticut, 2017-2023

Selected to the list of Connecticut *Super Lawyers*®, Employment and Labor, 2006-2026

Chosen in the Stamford Area by *The Best Lawyers in America* (Woodward/White, Inc.) as Labor Lawyer of the Year, 2013 and 2017

Selected to the list of *Super Lawyers*®, Corporate Counsel edition, 2010

Community Involvement

Stamford Museum & Nature Center, Executive Committee of Board of Directors, 2014-2025

Named to Top Lawyers in Fairfield County 2025 – Labor & Employment, 2025

Former deputy district attorney, Alameda County, CA, 1989-1991

Former federal court law clerk, 1988-1989

Insights

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

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

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

New Jersey's New Pay Transparency Law Is on the Horizon
November 20, 2024

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

EEOC Final Rule and Interpretive Guidance on the Pregnant Workers Fairness Act and Legal Challenge to the Final Rule
May 30, 2024

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

EEOC's New Guidance on Workplace Harassment Being Challenged
May 21, 2024

Updated: U.S. Department of Labor Increases Exempt Salary Thresholds
May 20, 2024

Union Officials and Other Non-Employees Now Allowed in OSHA Inspections
May 14, 2024

Updated: NLRB’s Proposed Joint Employer Rule Is Still in Flux
May 8, 2024

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

New Protections for Domestic Workers Under the New Jersey Domestic Workers' Bill of Rights
April 11, 2024

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

2023 New Jersey Employment Law Recap and Looking Ahead in 2024
January 29, 2024

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

U.S. Department of Labor Finalizes Independent Contractor Rule
January 26, 2024

U.S. Department of Labor Proposes Increases to Exempt Salary Thresholds
December 4, 2023

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

Supreme Court Reexamines Undue Hardship Standard for Title VII Religious Accommodation
August 4, 2023

New Jersey Employers Face New Reporting Requirements Under Unemployment Insurance Law
July 28, 2023

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

NLRB Overhauls Independent Contractor Test for the Third Time in Less Than a Decade
June 20, 2023

Updated: New York Legislature Passes Noncompete Ban
June 13, 2023

NLRB General Counsel Clarifies Limits on Broad Confidentiality and Non-Disparagement Provisions in Employment Documents
May 23, 2023

UPDATED: New York City Makes Moves to Expand Protections Against Appearance-Based Discrimination
May 18, 2023

New York Updates Sexual Harassment Prevention Model Policy and Training Materials
May 3, 2023

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

NLRB Limits Use of Confidentiality and Non-Disparagement Provisions
March 7, 2023

UPDATED: Groundbreaking Changes to Temporary Workers' Rights in New Jersey
March 2, 2023

2022 New Jersey Employment Law Recap and Looking Ahead in 2023
February 24, 2023

Connecticut Expands Employment Anti-Discrimination Protections
January and February 2023

2022 Connecticut Employment Law Recap
February 2, 2023

Omnibus Spending Bill Includes New Workplace Protections for Pregnant and Nursing Employees
January 19, 2023

FTC Takes Historic Action Against the Enforcement of Non-Compete Agreements
January 17, 2023

2023 New York Employment Law Updates
January 11, 2023

Congress Tells Victims to Speak Out!
January 6, 2023

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

Have You Told Your Employees About Their Rights? New Workplace Posting and Distribution Requirements
November 17, 2022

Connecticut Expands Anti-Discrimination Protections
October 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

When Less Isn't More: An Overview of East Bay's Impact on Employee Misclassification
August 8, 2022

EEOC'S Updated COVID-19 Guidance Places Additional Restrictions on Employers
July 20, 2022

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

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

New York City Council Votes to Amend Pay Transparency Law and Extend Effective Date to November 1, 2022
May 2, 2022

The 'Other' ADA Claim - Website Accessibility Under Title III
April 28, 2022

Don't Be Late Paying Terminated Employees in Massachusetts
April 27, 2022

UPDATED: 2022 Brings More Employment Law Updates for New York Employers
April 14, 2022

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

Don't Be Late on Wage Payments to Terminated Employees in Massachusetts
April 7, 2022

Employers Are Required to Provide Written Notice of Tracking Devices in Vehicles Used by Their Employees
March 21, 2022

EEOC's Advice to Employers on Accommodating Religion and COVID-19 Vaccines in the Workplace
March 16, 2022

Massachusetts Ends COVID-19 Emergency Paid Sick Leave Program
March 11, 2022

Biden Signs Act Restricting Forced Arbitration of Sexual Harassment or Assault Claims
March 4, 2022

2021 Recap and What's New for 2022: Updates to New Jersey Employment Law
January 19, 2022

Updated: The Supreme Court Has Spoken: OSHA ETS Stayed
January 14, 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

Sixth Circuit Lifts Stay of OSHA COVID-19 Emergency Temporary Standard Requiring Vaccination or Testing
Day Pitney Alert, December 21, 2021

UPDATED: OSHA Issues COVID-19 Emergency Temporary Standard Requiring Vaccination or Testing
November 9, 2021

Biden DOL Rescinds Trump-Era FLSA Joint Employment Rule
October 28, 2021

New York City Mandates Private Employers to Provide Retirement Savings Plans for Employees; Similar Statewide Law Not Far Behind
October 28, 2021

New York Amends Labor Law and Expands Coverage for Wage Theft
October 27, 2021

New Jersey Amends Law Against Discrimination to Expand Protections Against Age Discrimination
October 8, 2021

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

President Biden Issues Executive
Day Pitney Advisory, July 29, 2021

New York Issues HERO Act Airborne Infectious Disease Exposure Prevention Standard and Model Plan
July 8, 2021

New York Amends HERO Act Mandating Workplace Safety Plan for Airborne Infectious Diseases
June 25, 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

New York Passes 'HERO' Act Mandating Workplace Safety Plan for Airborne Infectious Diseases
May 11, 2021

New Jersey Guidance Supports Mandatory Vaccination Policies
April 12, 2021

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

What the American Rescue Plan Means for Employers
March 19, 2021

Connecticut Follows Growing Trend in Proscribing Workplace Hair Discrimination
March 18, 2021

Out With the Old, In With the New: President Biden Shakes Up Federal Labor Law
March 3, 2021

EEOC Updates: Conciliation Program Changes, Guidance on Systemic Discrimination, EEO-1 Data Collection Resumes and New Leadership
February 17, 2021

New Guidance Indicates Employees Entitled to Multiple Leaves Under the New York COVID-19 Sick Leave Law
February 1, 2021

Massachusetts Paid Family and Medical Leave Act Provisions Go Into Effect on January 1, 2021
December 29, 2020

Congress Declines to Extend Paid Sick and Emergency Family Leave but Incentivizes Employers To Continue Voluntarily Providing Leaves
December 28, 2020

EEOC Issues Guidance for Employers on COVID-19 Vaccines, But Should Employers Mandate Vaccination?
December 22, 2020

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

CDC Updates Guidance on Quarantine After COVID-19 Exposure, But State Guidance May Differ
December 7, 2020

The New Title IX: A World of Uncertainty
December 2, 2020

OSHA Reverses Course and Reinstates Employers' Obligation to Determine Whether COVID-19 Cases Are Work-Related
May 28, 2020

COVID-19 Rules For Reopening Offices In Connecticut
May 14, 2020

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

New York Relaxes Layoff Notification Requirements for Some Employers Due to COVID-19
April 27, 2020

Employer Update: COVID-19 Employee Benefits and Labor & Employment Law During the Pandemic
April 7, 2020

COVID-19 Response: NY Executive Order Requires Some Employers to Provide Masks to Employees, and Temporary Changes to Real Estate Law
April 15, 2020

The CARES Act Loan Programs & Financial Impact on Employer Health Plans
April 3, 2020

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

COVID-19 and Contracts: Potential Impacts of the Pandemic on Private Agreements?
March 23, 2020

Day Pitney Prepared to Assist Clients in Requesting Designation as "Essential" Business under New York's COVID-19 "Work from Home" Executive Order
March 22, 2020

Connecticut Department of Economic and Community Development Issues Guidance For Determining Which Businesses Are "Essential" under Connecticut's COVID-19 "Work from Home" Executive Order
March 22, 2020

Day Pitney Prepares to Assist Clients in Requesting Designation as "Essential" Business under Connecticut's COVID-19 "Work from Home" Executive Order
March 21, 2020

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

Why Everyone Is Talking About Pay Equity
September 11, 2019

Connecticut's New Paid Family and Medical Leave Act Applies to Almost All Employers
July 1, 2019

Connecticut's 'Time's Up Act' Expands Employer's Obligations to Prevent Sexual Harassment
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

NYC Commission on Human Rights Declares a Ban on 'Hair' Discrimination
February 22, 2019

New York Enacts Gender Expression Non-Discrimination Act
February 1, 2019

We're Pregnant: New State Law Protections for Pregnant Employees
March 29, 2018

Massachusetts "Grand Bargain" Creates Paid Family and Medical Leave, Increases the Minimum Wage and Eliminates Retail Premium Pay Obligations
September 26, 2018

NYC Releases Guidance and Notice Posting For New Temporary Work Schedule Changes Law
September 26, 2018

What's on the Horizon? Important Proposed Legislation in New Jersey
September 26, 2018

NJ Employers Beware: Federal and State Departments of Labor Team Up to Address Independent Contractor Misclassification
September 26, 2018

Despite Contrary Law in Other States, New Jersey Employers Not Required to Accommodate Medical Marijuana Use
September 26, 2018

New Massachusetts Noncompetition Law Effective October 1
September 26, 2018

Connecticut Federal Court Finds Employer Liable for Refusing to Hire Medical Marijuana User
September 11, 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

As the Fraternity of States With Earned Sick Leave Adds a New Chapter, New Jersey Employers Can Expect Big Changes
June 27, 2018

New Jersey Joins a String of States Cracking Down on Employee Misclassification
June 27, 2018

NYS and NYC Crack Down on Sexual Harassment, Imposing New Requirements on Employers
June 27, 2018

Enforcing Arbitration Agreements in New Jersey
June 27, 2018

Still Using Unpaid Interns? Be Sure to Comply With Federal and Applicable State Law
June 27, 2018

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

How Long and Where Can Employees Breastfeed or Pump Milk? States Continue to Weigh In
March 29, 2018

New Year Brings Even More Leave Requirements for New York City Employers
March 29, 2018

Supreme Court Recently Limited the Scope of Whistleblower Protection Under Dodd-Frank, But State Laws Continue to Provide Broader Protections
March 29, 2018

New IRS Code Section 45S - Employer Credit for Paid Family and Medical Leave
March 29, 2018

Reorienting Title VII - Although The Second Circuit Expands Sexual Orientation Protections Under Federal Law, State Laws Remain More Favorable to Plaintiffs
March 29, 2018

Do Your Severance Agreements Adequately Protect You?
March 29, 2018

Now Put It in Writing: New York City's New Employer Requirements for Workplace Accommodations
March 29, 2018

Tax Reform Act Denies Deductions for Confidential Settlements of Sexual Harassment Claims
January 17, 2018

New York City Bans Employers from Asking Applicants About Salary History
May 9, 2017

Where New Conn. Ban-The-Box Law May Be Headed
June 28, 2016

Connecticut Enacts Modified "Ban the Box" Law
June 16, 2016

NLRB Again Invalidates Arbitration Agreements
December 18, 2015

NLRB Again Invalidates Arbitration Agreements
November 19, 2015

NLRB Again Invalidates Arbitration Agreements
November 16, 2015

Shedding Light On Conn.'s Pay Secrecy Law
July 30, 2015

Annual Labor and Employment Conference - NY
June 15, 2011

News

Top Lawyers in Fairfield County - 2025
November 19, 2025

Chambers Recognizes Day Pitney with Elevated Rankings Across Practices and Attorneys
June 6, 2024

Chambers USA 2023 Ranks 35 Day Pitney Attorneys and 13 Practices
June 1, 2023

Chambers USA 2022 Ranks 34 Day Pitney Attorneys and 13 Practices
June 1, 2022

Day Pitney Represents Iridian in Management Buyout
March 25, 2022

Chambers USA 2021 Ranks 31 Day Pitney Attorneys and 13 Practices
May 21, 2021

Chambers USA 2020 Ranks 34 Day Pitney Attorneys and 12 Practices
April 30, 2020

Chambers USA 2019 Ranks 38 Day Pitney Attorneys and 12 Practices
May 8, 2019

Day Pitney Relocates Stamford Office
March 4, 2019

Chambers USA 2018 Ranks 39 Day Pitney Attorneys and 11 Practices
May 25, 2018

Chambers USA 2017 Ranks 41 Day Pitney Attorneys
May 26, 2017

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

71 Day Pitney Lawyers Named to 2017 Best Lawyers List
August 15, 2016

Chambers USA 2016 Ranks 47 Day Pitney Attorneys
May 27, 2016

91 Day Pitney Lawyers Named to 2015 Super Lawyers List
October 30, 2015

68 Day Pitney Lawyers Named to 2016 Best Lawyers List
August 24, 2015

Chambers USA 2015 Ranks 51 Day Pitney Attorneys
May 21, 2015

Eighty-Four Day Pitney Attorneys Recognized by Super Lawyers for 2014
November 3, 2014

Seventy Day Pitney Lawyers Named to 2015 Best Lawyers List
August 22, 2014

Chambers USA 2014 Ranks 46 Day Pitney Attorneys
May 23, 2014

Eighty-eight Day Pitney Attorneys Recognized by *Super Lawyers* for 2013
October 22, 2013

Seventy Day Pitney Lawyers Named to 2014 Best Lawyers List
August 15, 2013

Chambers USA 2013 Ranks 39 Day Pitney Attorneys
May 24, 2013

Ninety-eight Day Pitney Attorneys Recognized by *Super Lawyers*
October 22, 2012

Seventy-Five Day Pitney Lawyers Named to Best Lawyers List for 2013
August 23, 2012

In The Media

Litigators of the Week – Dan Schwartz
June 30, 2026

4 Tips For Avoiding Issues When Offering Sabbaticals
Law360, April 18, 2023

4 Vacation Time Tips For Employers As Year Winds Down
Law360 Employment Authority, November 1, 2022

5 Tips for Employment Lawyers in the Age of COVID-19
Connecticut Law Tribune, November 30, 2020

2020’s Title IX Overhaul: Views from the Bar and the Bench
November 24, 2020

Know the Risks of Hiring Independent Contractors
November 18, 2020

What Attorneys Need to Know About New Sexual Harassment Law
September 26, 2019

What Employees Can Legally Say on Facebook-and Get Away With
Corporate Counsel, December 21, 2015

Connecticut Enacts Employee Online Privacy Law
Employee Relations Law Journal, August 19, 2015

Connecticut Enacts Employee Online Privacy Law
Employee Relations Law Journal, May 21, 2015