

James M. Leva

Partner

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Overview

James Leva, a labor and employment lawyer, regularly defends employers against all types of employment-related claims, including discrimination, harassment, whistleblower and retaliation claims. He represents clients before state and federal courts, as well as government agencies. James has represented employers of all sizes from a number of different industries, including the financial, telecommunications, retail, pharmaceutical, logistics, manufacturing and insurance industries.

In addition to handling complex employment litigation, James routinely counsels employers on day-to-day compliance with the spectrum of laws governing the employer-employee relationship. He also regularly assists companies with protecting their confidential information and trade secrets. James has successfully represented companies and individuals in injunction hearings arising from and related to non-disclosure, non-competition, non-solicitation and other restrictive covenant agreements. He also routinely works with clients to prepare such agreements and to strategize the onboarding and offboarding of employees subject to restrictive covenants.

James has substantial experience counseling employers on Occupational Safety and Health Administration (OSHA) compliance and with OSHA investigations. He defends employers with OSHA whistleblower cases and before the Occupational Safety and Health Review Commission.

Firm Leadership:

- Co-Leader, Cannabis Practice

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 defended Fortune 500 company against retaliation claims in 5-day bench trial

Obtained summary judgment on behalf of Fortune 500 company on age discrimination claim

Obtained summary judgment on behalf of large employer on former employee's hostile work environment, and race and age discrimination claims

Practices & Industries

Automotive

Cannabis

Employment & Labor

Employment Contracts

Employment Counseling & Training

Employment Litigation

Labor Management Relations

Litigation

OSHA Compliance and Litigation

Restrictive Covenants & Trade Secrets

Wage and Hour Compliance & Employee Compensation

Workplace Investigations

Successfully represented several employers in wage/hour audits before United States Department of Labor and Connecticut Department of Labor

Education and Credentials

Education

University of Connecticut School of Law, J.D., 2011, *Connecticut Law Review*, Editor

The George Washington University, B.A., 2008

Admissions

State of New Jersey

State of Connecticut

U.S. District Court, District of New Jersey

U.S. District Court, District of Connecticut

U.S. Court of Appeals for the Second Circuit

Affiliations

Connecticut Bar Association

Oliver Ellsworth Inn of Court

Human Resource Leadership Association of Eastern Connecticut

Association of the Federal Bar of New Jersey

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

Chosen for inclusion on 2024 New Leaders of the Bar Award, *ALM/Law.com,* 2024

Selected to *The Best Lawyers in America* list of Ones to Watch (Woodward/White, Inc.) for Litigation – Labor and Employment, 2021-2025; Labor and Employment Law - Management, 2024-2025

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 York Poised to Expand Severance Agreement Requirements: What Employers Need to Know About the No Severance Ultimatums Act
Day Pitney Alert, August 18, 2026

New Jersey Court Opens Door to Employee Lawsuits Over Cannabis-Related Adverse Employment Actions
Day Pitney Alert, July 13, 2026

The Evolving Employment Landscape for Family Offices: Why a Tailored Approach Is Essential
Generations May / June, June 3, 2026

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

Rescheduling Cannabis: The Coming Collision with Ag-Biotech Regulation
mg Magazine, May 19, 2026

EEOC Rescinds Its 2024 Harassment Guidance
Day Pitney Alert, February 9, 2026

What's New, What's Changing, and What's Next in New York Employment Law for 2026
Day Pitney Alert, February 4, 2026

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

Regulating Cannabis Products
October 1, 2025

Florida's CHOICE Act: Empowering Employers, Challenging Employees
Day Pitney Alert, July 2, 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

Countdown to Compliance: Getting Ready for the New Jersey Pay Transparency Law's June 1 Effective Date
Day Pitney Alert, April 16, 2025

New Year, New Employment Law Updates: New York's 2025 Updates
Day Pitney Advisory, February 6, 2025

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

Supreme Court Overturning Chevron Leaves a Wake of Regulatory Uncertainty for Employment and Energy Agency Actions
July 18, 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

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

District of New Jersey Reiterates What Is Just Not Reasonable
September 18, 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

2023 Annual Employment and Labor Conference
June 7, 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 Jersey Appellate Division Expands Exception to the 'American Rule' for Recovering Attorneys' Fees
May 15, 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

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

After COVID-19 Delay, New Jersey WARN Act Amendments Set to Take Effect in 90 Days
January 12, 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

New Jersey Takes Aim at Restrictive Covenants
August 18, 2022

Day Pitney's Annual Employment and Labor Conference Session 2
June 16, 2022

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

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

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

Updated: The Supreme Court Has Spoken: OSHA ETS Stayed
January 14, 2022

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

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

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

New Jersey Supreme Court Weighs In on Pregnant Workers Fairness Act: Undue Hardship Is Not What You Thought It Was
July 6, 2021

A WARNing to New Jersey Employers Contemplating Mass Layoffs or Other Business Change
June 28, 2021

OSHA Issues COVID-19 Emergency Temporary Standard for Employers in the Healthcare Industry and Updates Guidance for All Employers
June 16, 2021

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

A New Year Means New Changes to NY and NJ Wage and Hour Laws
January 20, 2021

Workplace Safety During the Pandemic: What Employers May Not Know About Their OSHA Obligations
October 30, 2020

In Landmark Ruling, the United States Supreme Court Holds that Title VII Prohibits Discrimination Based on Sexual Orientation and Gender Identity
July 30, 2020

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

The Road Back' from COVID-19 - Reopening NJ Businesses
May 22, 2020

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

New COVID-19 Amendments to New Jersey's WARN Act Provide Some Relief for Employers
April 16, 2020

New Jersey Expands Protections and Paid Leave Benefits for Employees Impacted by COVID-19
March 30, 2020

New Jersey Adopts Several Pieces of Emergency Legislation to Address COVID-19 Concerns
March 24, 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

New Jersey Becomes First State in the Country To Require Severance in Mass Layoffs
January 28, 2020

Following Lead of Other States, Discrimination Based on Certain Hairstyles Is Now Unlawful in New Jersey
December 12, 2019

Marijuana Update: Must New Jersey Employers Accommodate Medical Use?
November 20, 2019

September 30 EEO-1 New 'Component 2' Data Submission Deadline Is Quickly Approaching
September 11, 2019

New Jersey Law Now Provides Protections to Medical Marijuana Users
September 11, 2019

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

Marijuana Update: Must New Jersey Employers Accommodate Medical Use?
June 28, 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

2019: The Beginning of the End for Mandatory Arbitration?
March 28, 2019

New FLSA Proposed Rule Would Provide Overtime to Millions More Americans
March 28, 2019

New Jersey Becomes First State to Ban Employers From Using Arbitration, Nondisclosure and Confidential Settlement Agreements for All Claims of Discrimination, Harassment or Retaliation
March 19, 2019

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

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

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

Supreme Court Upholds Class Waiver Provisions in Employee Arbitration Agreements
May 23, 2018

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

Revised EEO-1 Reporting Requirements Stayed Indefinitely
August 31, 2017

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

President Obama Signs Defend Trade Secrets Act
May 13, 2016

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

Drawing the Line Between Intern and Employee
July 27, 2015

News

Day Pitney Partner James Leva Recognized as a New Leader of the Bar in New Jersey
September 5, 2024

Day Pitney Names New Chairs of Cannabis Practice Group
January 17, 2024

Eleven Day Pitney Attorneys Elevated to Firm Partnership for 2023
January 3, 2023

James M. Leva
January 3, 2023

Day Pitney Represents TriStruX LLC in Sale to Huron Capital
December 23, 2021

In The Media

Employment Matters - Travel Tuesday: Doing Business in Connecticut
November 19, 2024

Meet NJ Law Journal's New Leaders of the Bar
New Jersey Law Journal , October 30, 2024

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

Connecticut Movers: New Partners and Practice Chairs
Connecticut Law Tribune, January 18, 2024

Day Pitney Names New Chairs of Cannabis Practice Group - Attorney At Law Magazine
Attorney At Law Magazine, January 17, 2024

Day Pitney Selects New Leaders For Cannabis Practice Group
Law360, January 17, 2024

Day Pitney's Cannabis Practice Leaders
Law.com, January 18, 2024

2023 Annual Employment and Labor Conference
June 7, 2023

New Partners Yearbook 2023, New Jersey Law Journal
New Jersey Law Journal, March 2, 2023

Day Pitney Elevates 11 To Partner
Law360 Pulse, January 3, 2023

Day Pitney Real Estate, Land Use Lawyer in New Jersey Named Partner
Real Estate NJ, January 4, 2023

Eleven Day Pitney Attorneys Elevated to Firm Partnership in 2023
The Boca Raton Tribune, January 4, 2023

Employment Matters – Travel Tuesdays: Doing Business in Connecticut
August 9, 2022

CT gets on board with e-pay cards
The Hartford Business Journal, October 10, 2016

New payday option in Conn. - put it on plastic
The Stamford Advocate, October 5, 2016

DOL Issues Final Overtime Rule
CBIA News, May 23, 2016

Department of Labor Issues Final Overtime Expansion Rule
Day Pitney Alert, May 18, 2016

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