

Glenn W. Dowd

Partner

Hartford, CT | (860) 275-0570

gwdowd@daypitney.com

Overview

Glenn Dowd, a partner in Day Pitney's Employment and Labor Practice, is resident in the firm's Hartford office. Glenn's employment practice involves defending employers against claims such as wrongful discharge and employment discrimination brought before state and federal courts and administrative agencies. Glenn also has substantial experience with noncompete litigation in state and federal court. As an active trial lawyer, Glenn frequently tries such cases to juries and before administrative agencies. He also regularly handles employee benefits litigation brought under the Employee Retirement Income Security Act (ERISA) and has substantial appellate advocacy experience as well. Glenn advises employers with regard to all aspects of employment law, including voluntary and involuntary reductions in force, plant closings, employee investigations, sexual harassment, hiring and termination, employment handbooks and policies, wage and hour laws, and privacy issues. He co-authored the legal treatise "Reductions in Force" for BNA Publications.

Glenn regularly represents trustees, beneficiaries, fiduciaries, personal representatives, and creditors in a wide array of probate controversies, handling will contests, conservatorships, testamentary and inter vivos transfer disputes, competency disputes, fiduciary liability claims, domicile change disputes and tax disputes. He regularly tries these matters in the probate and superior courts of Connecticut, and guides clients through mediation, arbitration, and other alternative dispute resolution procedures. Glenn is a frequent lecturer on matters relating to probate controversies. He is a former member of the firm's Executive Board.

Practices & Industries

- **Employment & Labor**
- **Employment Contracts**
- **Employment Counseling & Training**
- **Employment Litigation**
- **Fiduciary and Probate Litigation**
- **Litigation**
- **Wage and Hour Compliance & Employee Compensation**
- **Workplace Investigations**

Experience

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

Employment Litigation Matters

Represented employers in 15 jury trials in state and federal court

Represented employers in two contested public hearings before the Connecticut Commission on Human Rights and Opportunities

Represented employers in class actions and multiple-plaintiff claims, including a 1,500-plaintiff class action under Connecticut wage and hour law;

a 28-plaintiff age discrimination and ERISA claim; an 18-plaintiff ERISA severance pay claim; a 10-plaintiff ERISA breach of fiduciary duty claim; and an 11-plaintiff age discrimination and ERISA Section 510 class action that, if certified, would have 111 plaintiffs

Counseled employers on planning and implementing large-scale reductions in force, including layoff selection methodologies, risk assessment and avoidance, and release preparation; counseled over 10 large and midsized employers on implementing voluntary and involuntary reductions in force affecting over 20,000 employees

Represented employers in sophisticated employee benefits litigation, including representation of 23,000 class members in an ERISA-based claim resulting in a recovery of over $40 million, and represented an employer in a 41-plaintiff claim for severance pay in Illinois

Probate Controversies Matters

Obtained an equitable deviation of the trust document governing a major charitable institution from the Connecticut Superior Court following a contested hearing

Represented beneficiaries in undue influence and tortious interference with inheritance claims in Connecticut Superior Court

Represented a beneficiary against wrongful death claims in contested probate court proceedings

Represented administrators against creditor claims in contested probate court proceedings

Education and Credentials

Education

University of Connecticut School of Law, J.D., High Honors, 1989

Central Connecticut State University, B.S., *cum laude*, 1984

Admissions

State of Connecticut

U.S. Court of Appeals for the Second Circuit

U.S. District Court, District of Connecticut

Affiliations

American Board of Trial Advocates, Connecticut Chapter, Member

Connecticut Superior Court, attorney trial referee and attorney fact finder

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

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 in *The Best Lawyers in America* (Woodward/White, Inc.), Employment Law - Management, 2023-2027, Labor and Employment Litigation, 2023-2027

Selected to the list of Connecticut *Super Lawyers*®, General Litigation, 2006-2023, Estate & Trust Litigation, 2024-2026

AV Preeminent rated by Martindale-Hubbell

Community Involvement

Member of the board of trustees of the Hill-Stead Museum, Farmington, Connecticut

Insights

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

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

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

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

Employment Law Alliance's Global Employer Handbook - Connecticut
April 20, 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

2023 New York Employment Law Updates
January 11, 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

The "STOP WOKE Act" – Florida's Attempt to Prohibit Mandatory Employee Diversity Training Put on Hold for Now
October 21, 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

Day Pitney Attorneys Review How Best to Minimize Say-on-Pay Litigation in *The Hartford Business Journal*
July 1, 2013

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

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

Does the Recent Supreme Court Decision On Mandatory Vaccines Apply to All Healthcare Providers?
January 21, 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 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

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

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

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

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

New Jersey Governor Orders Businesses to Make "Best Efforts" to Reduce On-site Staff and Closes "Non-Essential" Retail Establishment Due to COVID-19 Pandemic
March 22, 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 Emergent Paid Family/Sick Leave Laws Passed and What This Means to Your Business
March 20, 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

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

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

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

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

Probate Litigation Update
august, 2016

Trust & Estate Litigation Update
October 7, 2015

News

Gregory A. Hayes Named Managing Partner of Day Pitney
April 3, 2023

Veson Nautical Acquires Q88
May 4, 2022

Day Pitney Partner Glenn Dowd Invited to Join American Board of Trial Advocates May 9, 2019
May 9, 2019

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

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

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

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

In The Media

"You Just Heard from CHRO: Now What?," Connecticut Business and Industry Association
November 2, 2023

Higher Minimum Wage is Latest Challenge for Cash-Strapped Nonprofits
Hartford Business Journal, July 10, 2023

New Leadership Announced at Day Pitney
New Jersey Law Journal, April 4, 2023

As Labor Shortage Drags On, Companies Continue to Ramp-Up Employee Benefits
Hartford Business Journal, February 6, 2023

"Representing Estate and Trust Beneficiaries and Fiduciaries 2022," ALI CLE
November 17-18, 2022

Legal Experts: COVID-19 Vaccine Mandates Easing; Hybrid Work Here to Stay
Hartford Business Journal, August 29, 2022

Will CT Employers Embrace a 4-Day Workweek Amid Tight Labor Market? Jury is Still Out
Hartford Business Journal, May 23, 2022

CBIA 2022 Human Resources Conference
March 17, 2022

Many CT Businesses Breathe 'Sigh of Relief' After Federal Vaccine Mandate is Withdrawn
Hartford Business Journal, February 14, 2022

Small Business Anxieties Still Persist As CT's New Paid Leave Program Set To Debut Jan. 1
Hartford Business Journal, October 18, 2021

New Seniority Rehire Law Creates Hurdles For Companies Looking To Rebound From Pandemic
Hartford Business Journal, September 6, 2021

Hot Topics in Connecticut: What You Need To Know About Mandating Employee COVID-19 Vaccinations, Connecticut Paid Family and Medical Leave and Other Recent Developments in Connecticut Employment Law
February 20, 2021

How Big Law Opened Safely and Addressed Child Care Needs of Its Attorneys
Connecticut Law Tribune, October 28, 2020

Emerging Technology in the Legal Landscape
September 27, 2018