



## Daniel Schwartz

*Partner*

*Stamford, CT*

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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 also represents companies and individuals in injunction hearings arising from and related to non-competition, non-solicitation and/or confidential information agreements. In conjunction with his active litigation practice, Dan counsels and advises employers on hiring procedures, drug testing, employment contracts, employee handbooks, internal investigations, accommodation of disabilities, harassment prevention, employee disciplinary issues, termination decisions and other employment-related issues. Dan assists clients both in avoiding litigation and in establishing the best available defenses to litigation. The clients with whom Dan regularly works include Fortune 500 companies, private equity firms, hedge funds, insurers, banks, credit unions, manufacturers, restaurants, private and parochial schools, colleges and universities, and non-profit organizations.

Dan consistently has been ranked as one of the leading management-side employment attorneys in Connecticut by *Chambers USA\** (Chambers & Partners), *The Best Lawyers in America\** (Woodward/White, Inc.) and other publications.

*\*No aspect of these advertisements have been approved by the highest court of any state. See [Awards Methodology](#)*

### EXPERIENCE

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 investigation regarding alleged failure to accommodate pregnant employees

Represented boutique investment bank in clawing back bonus of over \$500,000 paid to employee who subsequently misappropriated confidential information

Defended private schools in claims alleging educator sexual abuse

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 and breach of contract 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

## **SERVICES**

### **EMPLOYMENT AND LABOR**

### **EMPLOYMENT LITIGATION**

### **LITIGATION**

## **INDUSTRIES**

### **ACADEMIC INSTITUTIONS AND HIGHER EDUCATION**

## FINANCIAL SERVICES

### INSIGHTS

#### CONNECTICUT EXPANDS ANTI-DISCRIMINATION PROTECTIONS

Co-author, October 20, 2022, *Day Pitney Alert*

#### CONNECTICUT FMLA NOTICE REQUIREMENT TAKES EFFECT JULY 1

Author, June 27, 2022, *Day Pitney Alert*

#### DON'T BE LATE PAYING TERMINATED EMPLOYEES IN MASSACHUSETTS

Co-author, April 27, 2022, *Law360 Employment Authority*

#### DON'T BE LATE ON WAGE PAYMENTS TO TERMINATED EMPLOYEES IN MASSACHUSETTS

Co-author, April 7, 2022, *Day Pitney Alert*

#### MASSACHUSETTS ENDS COVID-19 EMERGENCY PAID SICK LEAVE PROGRAM

Co-author, March 11, 2022, *Day Pitney Alert*

### NEWS

#### 4 VACATION TIME TIPS FOR EMPLOYERS AS YEAR WINDS DOWN

Featured, November 1, 2022, *Law360 Employment Authority*

#### CHAMBERS USA 2022 RANKS 34 DAY PITNEY ATTORNEYS AND 13 PRACTICES

Featured, June 1, 2022, *Day Pitney Press Release*

#### DAY PITNEY REPRESENTS IRIDIAN IN MANAGEMENT BUYOUT

Mentioned, March 25, 2022, *Day Pitney Press Release*

#### CHAMBERS USA 2021 RANKS 31 DAY PITNEY ATTORNEYS AND 13 PRACTICES

Featured, May 21, 2021, *Day Pitney Press Release*

#### 5 TIPS FOR EMPLOYMENT LAWYERS IN THE AGE OF COVID-19

Quoted, November 30, 2020, *Connecticut Law Tribune*

### EDUCATION AND CREDENTIALS

#### EDUCATION

Boalt Hall School of Law, University of California at Berkeley, J.D., 1988

Princeton University, B.A., 1985

## ADMISSIONS

State of Connecticut

State of New York

State of California

## 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

### RECOGNITION

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 and 2023

Chosen for inclusion in *Chambers USA Legal Directory* (Chambers & Partners) as a leading labor and employment attorney, 2005-2022

Chosen for inclusion in *The Best Lawyers in America* (Woodward/White, Inc.), Employment Law – Individuals, 2011-2023, Employment Law – Management, 2011-2023, Labor Law – Management, 2011-2023, Labor Law – Union, 2011-2023

Chosen for inclusion in Band 1 of the *Chambers USA Legal Directory* (Chambers & Partners) as a leading litigation: Labor and Employment attorney in Connecticut, 2019

Selected to the list of Connecticut *Super Lawyers* (Thomson Reuters), Employment and Labor, 2006-2022

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* (Thomson Reuters), Corporate Counsel edition, 2010

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## **COMMUNITY**

Stamford Museum & Nature Center, Board of Directors, 2014-2019

Stamford Jewish Community Center, Board of Directors, 2018-2019

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

Former federal court law clerk, 1988-1989