



## Emily A. Gianquinto

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Labor & Employment | Employment Counseling & Regulatory Compliance | Employment Litigation | Healthcare

Emily Gianquinto counsels employers on day-to-day employment matters and represents them in federal and state litigation. She has helped resolve disputes for clients across numerous industries, including healthcare, energy, manufacturing, professional services, banking and nonprofits. Emily has experience with all aspects of litigation, from pre-suit negotiations through bench and jury trials and the appeals process, and regularly defends clients before administrative bodies and courts and in domestic and international mediations and arbitrations.

She has defended employers against claims of discrimination, harassment and retaliation and helped them navigate wage and hour disputes and matters concerning the enforcement of non-compete and non-solicitation agreements. She has defended hospitals and physician groups in litigation involving termination of physicians' privileges and employment.

In addition to her employment experience, Emily has handled litigation covering complex contractual disputes, products liability litigation, environmental litigation, shareholder fiduciary duty and business dissolution disputes, unfair trade practice claims, trademark and copyright lawsuits, litigation arising out of fraudulent transfers, and insurance litigation. She has also advised clients concerning responding to government inquiries and subpoenas and addressing government regulation and licensing matters. This varied background enables her to effectively counsel clients concerning other implications surrounding a particular employment dispute.

Before entering private practice, Emily served as a judicial clerk for the Honorable Flemming L. Norcott, Jr. of the Connecticut Supreme Court. Emily worked as a technical editor in the pharmaceutical industry before obtaining her law degree.

Emily is active in the bar community and in the Hartford community. She has been heavily involved in the Connecticut Bar Association, including holding leadership positions on the Board of Governors and House of Delegates, and currently serves as its Vice President. Since 2017, Emily has also been President of the board of KNOX, Inc., a nonprofit urban greening organization that has been in operation for more than 50 years.

### Representative Matters

#### Individual—Contract dispute

Secured summary judgment for client dismissing a 12-count cross claim brought against her by a co-defendant and entering judgment in client's favor on her claim for contribution and indemnification in a long-running dispute concerning responsibility for an unpaid debt incurred in connection with storage of many vaults of the co-defendant's personal property.

**Wholesale grocer—Workers' compensation retaliation claim**

Obtained summary judgment on terminated employee's claim that he was fired in retaliation for pursuing his rights under the Connecticut Workers' Compensation Act in connection with a recent injury on the job, rather than for his violation of company policies on insubordination and civil conduct.

**Cigarette and tobacco products distributor—Dismissal of complaint**

Obtained complete dismissal of complaint against a Connecticut distributor and its individual owner and president. Several related national distributors claimed that our clients violated Connecticut's cigarette pricing statutes after they lost certain retail customers. After we secured a decision striking all but one count against our individual client, the plaintiffs voluntarily dismissed the remainder of their claims.

**In-home IV infusion company—Pregnancy discrimination claim**

Defended administrative proceeding brought by terminated IV infusion nurse who claimed she was fired due to her pregnancy, rather than as a result of her violation of company policies and physician orders.

**Daycare center—Dismissal of administrative charges**

Secured a contested administrative hearing brought against a daycare center by the Connecticut Office of Early Childhood. OEC claimed that the nature-based daycare center violated state regulations by regularly bringing children on to play in a wooded area that had not been licensed as approved outdoor space by the state, despite center having parental authorization for such activities and having done so for more than a decade. Following several days of testimony, the hearing officer dismissed the charges in their entirety.

**Individual—Dismissal of defamation claim**

Obtained dismissal of defamation complaint filed against consumer client based on online comments about defendant's business. Following our client's filing of a special motion to dismiss and request for an expedited hearing pursuant to Connecticut's anti-SLAPP (strategic litigation against public participation) suit law, the defendant voluntarily withdrew the complaint.

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**Education**

University of Connecticut School of Law, JD, with honors, 2006

Boston University, BS, 2001

**Bar Admissions**

Connecticut

Massachusetts

**Court Admissions**

U.S. Court of Appeals, Second Circuit

U.S. District Court, District of Connecticut

U.S. District Court, District of Massachusetts

U.S. Supreme Court,

## **Memberships and Certifications**

Connecticut Bar Association

Vice President

Board of Governors, 2014-2018, 2020-2023

House of Delegates, 2013-2023

Co-Chair, Labor & Employment Section, 2020-2022

Executive Committees of Labor & Employment and Litigation Sections

American Bar Foundation

Fellow

Connecticut Bar Foundation

James W. Cooper Fellow

Hartford County Bar Association

Member

American Bar Association

Member

Connecticut Supreme Court Historical Society

Member

Knox, Inc.

Board President, 2017-Present

Connecticut Urban Legal Initiative, Inc.

Director, 2015-2022

## **Judicial Clerkships**

### **Judicial Law Clerk**

The Hon. Flemming L. Norcott, Jr., Connecticut Supreme Court, 2006–2007

## **Recognitions\***

*The Best Lawyers in America*, Ones to Watch, Litigation–Labor and Employment, Connecticut, 2021–2024

*Connecticut Super Lawyer*, Business Litigation, 2013–2023

Connecticut Rising Stars, *Super Lawyers*, Business Litigation, 2012

Vanguard Award, Connecticut Bar Association, 2015

40 Under Forty, *Hartford Business Journal*, 2013

New Leader of the Law, *Connecticut Law Tribune*, 2012

\* No aspect of this or any advertisement has been approved by the Supreme Court of New Jersey. For ranking methodologies, please see [here](#).

### **Alerts**

Employer Obligations to Accommodate Pregnant Workers Under Federal Law Expand Again on June 27—Are You Ready?, Labor & Employment Law Alert, 5.27.2023

### **Speaking Engagements**

High on the Job: Dealing with Marijuana Legislation, Connecticut Business & Industry Association, 4.28.2023

Arbitration of Employment Disputes After Epic Systems, Connecticut Bar Association, 3.30.2023

### **Webinars**

Worker Activism and Union Organizing During and After COVID-19, 5.14.2020