



## Abby M. Warren

Partner

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Hartford — 860.275.8215

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Abby M. Warren represents employers in labor and employment matters. She focuses her practice on counseling private sector employers, including multinational corporations, health care organizations, educational institutions, and manufacturers, in all areas of employment law. Abby also defends employers in federal and state court and before administrative agencies. In addition to counseling and litigation, she provides workplace training for clients and conducts workplace investigations. She is a member of our firm's Labor, Employment, Benefits, Immigration + Tax group.

### **Employment Counseling, Compliance, + Training**

Abby counsels employers and human resource professionals in all areas of employment law, including discharge and discrimination issues, workplace investigations, affirmative action compliance, employee discipline, wage and hour issues, disability and reasonable accommodation, family and medical leave, unemployment, employment and independent contractor agreements, severance and separation agreements, individual terminations and reductions in force, and workplace health and safety issues. She also negotiates and drafts employment and separation agreements on behalf of clients, in addition to reviewing and revising employee handbooks and personnel policies. She also conducts training sessions on a myriad of employment issues, including topics such as sexual harassment, workplace civility, and avoiding discrimination claims.

### **Employment Litigation + Administrative Advocacy**

Abby regularly defends employers in discrimination, leave, harassment, and a wide range of labor and employment matters. She represents clients in matters from inception to trial and through appeal in federal and state courts.

She represents clients in administrative agency matters before the Connecticut Commission on Human Rights and Opportunities, the Equal Employment Opportunity Commission, the Department of Labor, the National Labor Relations Board, the U.S. Department of Justice, the Office of Federal Contract and Compliance Programs, and the Occupational Safety and Health Administration. Abby represents clients at private and public arbitration hearings and in alternative dispute resolution and mediation sessions with federal, state, and private mediators.

### **Workplace Investigations**

As an Association of Workplace Investigators Certificate Holder, Abby is a trained workplace investigator, and she regularly conducts, manages, and provides advice regarding workplace investigations involving all types of employment-related issues, including sexual harassment, ethics, interpersonal conflicts, and workplace misconduct.

### **Labor Relations + Union Avoidance**

Abby represents employers in matters before the National Labor Relations Board, such as unfair labor practice charges and representation petitions. She has provided training on labor issues to supervisors and provided advice and strategy related to union avoidance. She also represents employers in arbitrations arising from collective bargaining agreements.

## Pro Bono

Abby performs pro bono work on behalf of Connecticut non-profit organizations through the Pro Bono Partnership. She serves as a trusted advisor to non-profit organizations with labor and employment issues, including assisting with wage and hour matters, executive transitions, and handbook and policy development.

She regularly writes and presents on employment and labor-related matters, often focusing on the impact of key court decisions and compliance issues. Abby has been a contributing editor to *The Developing Labor Law* for several years and is an active author for our firm's *Manufacturing Law Blog*. Prior to entering private practice, she served as a clerk in the New Haven Superior Court to judges in both the civil and criminal divisions.

## Services

- Labor, Employment, Benefits + Immigration
- Health + Safety
- Workplace Investigations
- Diversity, Equity, Inclusion + Belonging (DEIB) Counseling + Training
- Training
- Employment Counseling + Compliance
- Employment
- Employment Litigation
- Labor Relations
- Workplace Health + Safety
- Employment Litigation + Administrative Advocacy
- Artificial Intelligence

## Industries

- Coastal + Offshore Resources
- Manufacturing
- Financial Institutions
- Food + Beverage

## Education

- Pennsylvania State University, Dickinson School of Law (Juris Doctor, *cum laude*)
  - Woolsack Honor Society
- Southern Connecticut State University (Bachelors, *summa cum laude*)
  - B.S., International Business Management

## Admissions

- State of Connecticut
- State of New Jersey
- State of New York
- Commonwealth of Pennsylvania

- U.S. District Court, District of Connecticut
- U.S. District Court, District of New Jersey
- Mashantucket Pequot Tribal Court

## Recognitions

Selected by her peers for inclusion in *The Best Lawyers in America*® in the area of Employment Law - Management since 2021

Selected to the Connecticut *Super Lawyers* list from 2022 to 2025

Named a *Connecticut Law Tribune* 2019 "New Leader in the Law"

Selected as a Rising Star to the Connecticut *Super Lawyers* list from 2017 to 2020

Millennial Move Maker 2015 Award presented by the Greater New Haven Chamber of Commerce

Robinson+Cole Mentor of the Year, 2022

*Hartford Business Journal*, 2023 "Forty Under 40" Honoree

## Leadership + Memberships

### American Bar Association

### American Bar Foundation

Fellow

### Connecticut Bar Association

### Connecticut Bar Foundation

James W. Cooper Fellow

### Human Resource Association of Central Connecticut

### Society for Human Resource Management

### Association of Workplace Investigators

Certificate Holder

### Connecticut Judicial Branch

Member, State Bar Examining Committee (2019 - present)

### Connecticut Women's Council

Member (2020 - present)

### Greater New Haven Chamber of Commerce

Past Chairperson, Human Resources Steering Committee

### Connecticut Women's Hall of Fame

Board of Trustees

Co-chair, Nominating and Governance Committee