



## Stephen W. Aronson

Partner

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Hartford — 860.275.8281

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For more than 35 years, Stephen W. Aronson has been defending employers in federal and state court and before administrative agencies in class actions, multiplaintiff, and single plaintiff employment law claims. Based on his extensive litigation experience, Stephen also counsels businesses, senior managers, and Human Resources professionals on all manner of employment law issues.

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

Stephen has extensive experience leading the defense of companies facing Fair Labor Standards Act (FLSA) misclassification claims, including hybrid claims under federal and state law. He frequently wins summary judgment on discrimination, retaliation, whistleblower, free speech, and other employment claims. He is hired by employers and insurance carriers seeking experienced trial counsel to defend cases brought to trial.

Stephen also handles hearings on injunctions in noncompete cases for both former employers and new employers, including related claims such as misappropriation of trade secrets, breach of fiduciary duty, and employee theft.

### **Health Law**

While Stephen represents employers in many industry sectors, he often represents the health care industry. He regularly defends hospitals, health care systems, and physician groups from discrimination, wage and hour, whistleblower retaliation, and free speech claims as well as compliance actions. Stephen also works with senior management on implementing best practices, risk avoidance, investigations, and litigation oversight. In addition, he contributes to the firm's *Health Law Diagnosis* blog.

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

Drawing from his prior experience as in-house employment counsel, Stephen also counsels companies and human resources professionals on litigation avoidance techniques, investigations, policies, discipline and performance management, governmental and internal audits, employment contracts, contingent worker liabilities, severance and separation agreements, workplace safety, individual terminations and reductions-in-force, and noncompete, nondisparagement, nonsolicitation, and confidentiality agreements.

Stephen often presents seminars and training programs on employment law topics, including litigation strategies, personal liability, wage and hour claims, COBRA, ERISA, employment at will, wrongful discharge, employment contracts, handbooks, defamation, privacy rights, reductions-in-force, the Americans with Disabilities Act, the Family and Medical Leave Act, and workplace violence. He has authored articles on employee free speech claims, the Dodd-Frank Act and whistleblower retaliation claims, damages under the FLSA, Title VII damages, contingent worker liabilities, wage and hour claims procedures, discrimination litigation, and other topics.

## Services

- Labor, Employment, Benefits + Immigration
- Professional Liability Insurance
- Workplace Investigations
- Training
- Employment Counseling + Compliance
- Employment
- Employment Litigation
- Labor + Employment in Health Care
- Internal Investigations + Corporate Compliance
- Workplace Health + Safety
- Employment Litigation + Administrative Advocacy

## Education

- University of Connecticut School of Law (Juris Doctor)
  - Law Review
- Tufts University (Bachelors, *cum laude*)
  - B.A, Economics

## Admissions

- State of Connecticut
- U.S. Supreme Court
- U.S. Court of Appeals, 2nd Circuit
- U.S. District Court, District of Connecticut
- U.S. District Court, Northern District of New York
- U.S. District Court, Southern District of New York
- U.S. District Court, Western District of New York
- Mohegan Tribal Gaming Court

## Recognitions

Robinson+Cole Wellbeing Award, 2025

Ranked in *Chambers USA: America's Leading Lawyers for Business* in the State of Connecticut in the area of Labor & Employment for 2023, 2024 and 2025

Listed in *Benchmark Labor & Employment* as a Labor & Employment Star since 2018

Selected to the Connecticut *Super Lawyers* list in 2006, 2007, 2010, from 2013 to 2016, and for 2019, 2020, 2024 and 2025

## Leadership + Memberships

**Anti-Defamation League**

Connecticut Civil Rights Committee

**Connecticut Bar Association**

Labor and Employment Law Section  
Past author of Professional Discipline Digest

**United States Law Firm Group**

Member, Labor and Employment Committee

**Society for Human Resource Management**

Past member

**American Inns of Court**

Former Secretary

**R+C Wellbeing Committee**

Former Co-Chair

**Yachad Greater Hartford Jewish Community High School**

Past member of the Board of Trustees

**Big Brothers Big Sisters of Connecticut**

Board of Directors, and Finance Committee

**Farmington Valley Visiting Nurse Association**

Board of Directors

**Griffin Hospital Development Fund, Inc.**

Member, Golf Committee

**Beth El Temple of West Hartford Inc.**

Current member and Past President

**Pat Griskus Triathlon**

Volunteer - 2022

**Ironman**

Volunteer - Lake Placid (2012-2022), Maine (2021), and Western Massachusetts (2023)

**United States Tennis Association**

Member, Grievance Committee

Team Captain