



Patricia E. Reilly

Partner

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**MURTHA
CULLINA**

Education:

University of California, Berkeley School of Law (J.D.)

Wesleyan University (B.A.)

Description:

Patricia E. Reilly serves as Chair of Murtha Cullina's Labor and Employment Practice Group and Co-Chair of the Education Practice Group. She litigates employment and restrictive covenant cases in state and federal courts. She also appears before the Connecticut Commission on Human Rights and Opportunities, the EEOC, the Connecticut Department of Labor, and the U.S. Department of Labor. In addition to maintaining a thriving litigation practice, Ms. Reilly advises clients on a wide range of employment law matters, including sexual harassment and discrimination avoidance; disability and pregnancy accommodation; FMLA; wage and hour compliance; and trade secrets and restrictive covenants. Ms. Reilly also provides training and presents on labor and employment issues, particularly sexual harassment prevention. Ms. Reilly represents clients in a wide range of industries and sectors, including education (colleges, universities and independent schools), health care, financial services, retail, food and beverage, transportation services, energy, and manufacturing.

Ms. Reilly is listed as a leading Labor and Employment Lawyer in Chambers USA. In addition, she is listed in Best Lawyers in America®. In 2017 and 2020, Best Lawyers in America® recognized her as "Lawyer of the Year" for New Haven, Litigation – Labor and Employment, and in 2020 Best Lawyers also recognized her as "Lawyer of the Year" for New Haven Employment Law – Management. In 2019 and 2020, Super Lawyers listed Ms. Reilly among the Top 25 Women Attorneys in Connecticut. Ms. Reilly is a member of the American Bar Association, the Connecticut Bar Association and the New Haven County Bar Association. She received her B.A. from Wesleyan University and her J.D. from the University of California, Berkeley School of Law.

Practices & Industries:

- Appellate Practice
- Education
- Health Care
- Labor and Employment
- Litigation
- Long-Term Care
- Privacy and Cybersecurity
- Unfair Competition, Trade Secrets and Non-Competition Agreements

Bar & Court Admissions:

- Connecticut
- U.S. Supreme Court
- U.S. Court of Appeals for the Second Circuit
- U.S. Court of Appeals for the Eighth Circuit
- U.S. District Court, District of Connecticut
- U.S. District Court, Western District of Michigan

Memberships:

- American Bar Association, Litigation and Labor & Employment Sections
- Connecticut Bar Association (former Women in the Law Section Chair)
- New Haven County Bar Association
- National Association of Women Lawyers
- Society for Human Resources Management

Recognition:

- Listed as leading Labor and Employment lawyer in Chambers USA, Chambers & Partners-Publishing (Chambers.com)
- James W. Cooper Life Fellow of the Connecticut Bar Foundation
- Listed in [The Best Lawyers in America®](#) as "Lawyer of the Year" New Haven area, in the area of Employment Law - Management, 2020 (Copyright 2015 by Woodward/White, Inc., Aiken, SC)
- Listed in [The Best Lawyers in America®](#) as "Lawyer of the Year" New Haven area, in the area of Litigation - Labor and Employment, 2017 and 2020 (Copyright 2015 by Woodward/White, Inc., Aiken, SC)
- Listed in [The Best Lawyers in America®](#) in the area of Labor and Employment since 2013 (Copyright 2015 by Woodward/White, Inc., Aiken, SC)
- Listed as Top 50 [Super Lawyers](#) in Connecticut, 2020
- Listed as Top 25 Women [Super Lawyers](#) in Connecticut, 2019, 2020
- Listed as Top 50 Women [Super Lawyers](#) in New England, 2019
- Listed in [New England and Connecticut Super Lawyers®](#) in the area of Labor and Employment since 2012 (Super Lawyers is a registered trademark of Key Professional Media, Inc.)
- Recognized on the Distinguished Volunteers Roster, Connecticut Bar Association, 2004
- Recognized as one of 20 Noteworthy Women, New Haven Business Times, 2004
- Recipient of the Legal Services Award, Domestic Violence Services of Greater New Haven, Inc., 1999

Speaking Engagements :

- The 10 Most Common & Most Costly Managerial Mistakes, CBIA, October 2021
- Understanding How COVID & Paid FMLA Impact Traditional ADA Rules, CBIA, May 2021
- Understanding the Impact of the CT PFMLA to your Nonprofit, TANGO, February 2021
- COVID-19: The Impact on Human Resources, The HR Forum for Independent Schools, January 2021
- Family First Coronavirus Relief Act and Covid-Related Accommodations, CT Conference of Independent Colleges 2020 Member Forum, November 2020
- Managing the Workplace During the Covid-19 Pandemic Part 3: Return to Work Issues, Murtha Cullina Labor and Employment Webinar, June 2020
- Managing the Workplace During the Covid-19 Pandemic Part 2: The Evolution of the FFCRA and CARES Act, Murtha Cullina Labor and Employment Webinar, May 2020
- Navigating Coronavirus for CT Local Businesses, Greater New Haven Chamber of Commerce Webinar, April 2020
- Managing the Workplace During the Covid-19 Pandemic Part 1: What Do We Do?, Murtha Cullina Labor and Employment Webinar, March 2020
- Managing Marijuana: What CT and NY Employers Need to Know, Murtha Cullina Labor and Employment Webinar, December 2019
- Properly Classifying Employees Under the FLSA, Murtha Cullina Labor and Employment Webinar, October 2019
- #METOO—Where Are we Now in the Workplace and on Campus presented to Connecticut Conference of Independent Colleges Annual Forum, June 2019
- Leaves of Absence: Intersection of FMLA, ADA, CT Pregnancy Leave and Workers' Compensation

- presented to the Connecticut Society of Eye Physicians, June 2019
- #METOO--Where Are We Now in the Workplace and on Campus presented to Connecticut Conference of Independent Colleges Annual Forum, June 2019
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- Mental Health and Substance Abuse in the Workplace Panel Discussion: Presented to Human Resource Leadership Association of Eastern Connecticut, May 2019
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- Quinnipiac Chamber of Commerce Women in Networking: #Metoo and the Workplace - How the #Metoo Movement has Impacted Sexual Harassment in the Workplace, April 2019
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- Connecticut Business and Industry Association, Essential Skills for Supervisors & Managers, April 2019
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- TANGO Annual Conference: Best Practices for Hiring—What you need to know, September 2018
- Human Resource Leadership Association of Eastern Connecticut, Medical Marijuana in the Workplace, April 2018
- Connecticut Small Independent School Business and Human Resources Forum, Leaves of Absence: Disability, Pregnancy and Paternity Accommodation Issues, March 2018
- HR Forum, Exeter, New Hampshire, HR Implications of Social Media for Independent Schools, December 2017
- Sexual Harassment Prevention Training, October 2017
- CT Bar Association, Labor & Employment Section, Panelist on Settlement Conferences, October 2017
- TANGO Annual Conference, How to Manage Productivity During Uncertain Times, October 2017
- Connecticut Business and Industry Association, Wage & Hour Update, September 2017
- CLE, What Does Legalized Medical Marijuana Mean for Connecticut Employers, June 2017
- CLE, What Does a Trump Administration Mean for Employers, March 2017
- New England Employer Conference, The FLSA: Change is Coming. Are you Ready?, October 2016
- Connecticut Business and Industry Association, Wage & Hour Update, September 2016

Publications:

- Impact of Defend Trade Secrets in Connecticut, Connecticut Law Tribune, July 25, 2016
- Taking Steps to Fight Trade Secret Misappropriation, January 25, 2013
- Show Them The Money: Interns Get Ready To Get Paid, April 30, 2012