

Jennifer B. Rubin

Member

Jennifer, who helped launch Mintz Levin's greater Metropolitan Employment, Labor & Benefits Practice ten years ago, regularly handles significant employment litigation matters, including trial, administrative agency, and appellate work relating to Fair Labor Standards Act collective actions, wage and hour class actions, discrimination matters, privacy litigation, noncompete litigation, and trade secrets work. Jennifer leverages her first-seat trial experience to deliver practical employment advice to the corporate community. Jennifer also represents C-level executives and corporations in connection with executive compensation matters, including equity, employment, and separation arrangements. Jennifer leads a team of employment lawyers who regularly work with Mintz Levin deal lawyers on employment aspects of M&A transactions, advising as to due diligence issues, structuring transactions to maximize the value of employment assets and minimize liabilities, and counseling clients about employment-law compliance in the deal context.

In addition to her client responsibilities, Jennifer is Chair of Mintz Levin's Diversity Committee and leads the committee in a number of initiatives aimed at promoting diversity in the profession in general and specifically at the firm.

Jennifer is admitted to practice in Connecticut and New York. She earned her B.A., *summa cum laude*, from the University of Connecticut (1985), where she also received her J.D. with highest honors (1989) and was a member of the editorial board of the *Connecticut Law Review*.

Jennifer frequently speaks and writes about employment topics. Her lectures, articles, and interviews include the following:

Articles

"Paid Sick Leave Act Poses Some Challenges," *Hartford Business Journal*, June 20, 2011.



"New York City Human Rights Law: Expanding Frontiers of Liability," *New York Law Journal*, April 14, 2011, (with Michael Arnold and Jennifer DiMarco).

"Workplace Privacy and Attorney-Client Privilege in a World of Electronic Communication," *Connecticut Bar Association Labor and Employment Quarterly*, Vol. 17, Issue 2, Summer 2010

"Directors Can Be Liable for Layoffs, Plant Closings," *Corporate Board Member Magazine*, Vol. 12, Number 4, Third Quarter 2009.

"New Federal Overtime Regulations - Clarification or Confusion,"



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Practices

Employment, Labor & Benefits
 Class Action

Business Times, January 2005 (with Pam Chambers).

"Legal Risks Often Accompany Reductions in Wages and Benefits," *Employee Benefit News*, March 1, 2003.

"Changing Times, Changing Compensation," *Connecticut Law Tribune Labor & Employment Supplement*, November 18, 2002.

"When Companies Die and Pay Rolls On," *Connecticut Tech Tribune*, August 20, 2001.

"When e-Lingo is Illegal," *Connecticut Tech Tribune*, March 5, 2001.

"Downsizing the Dotcom," *Connecticut Law Tribune Labor & Employment Supplement*, February 26, 2001.

"Employment Compliance Advice for e-Biz," *Fairfield County Business Journal*, October 9, 2000.

"Debunking the Myths of e-Commerce Employment," *Connecticut Post's Woman Magazine*, September 2000.

"Resolving the References Dilemma," *Connecticut Law Tribune Labor & Employment Supplement*, August 28, 2000.

"Electronic Monitoring in the Workplace," *Connecticut Lawyer*, April 1999.

Interviews

"Making Sure Employees Beat the Heat," Sarah E. Needleman, *Wall Street Journal - WSJ.com*, July 29, 2011.

"HP Sues Ex-Ceo Over New Job," Cecilia Kang, *Washington Post*, September 8, 2010.

"HP Tries to Block Former CEO's Move to Oracle," Erin Coe, *Law360*, September 8, 2010.

"For Business, Bully Lawsuits May Pose New Threat," Sarah Needleman, *Wall Street Journal - WSJ.com*, May 26, 2010.

"Stickups and Burglaries Are on the Rise—At Work," Sarah Needleman, *Wall Street Journal*, November 17, 2009.

"A Rash of Problems Over Job References," Prisa Baldas, *National Law Journal*, March 10, 2008.

Guest Appearance, Channel 12, Norwalk, Connecticut, "English Only Rules in the Workplace," *12 on the Money with Becky Surran*, airing July 19, 2007.

"Working from Home, Not a Casual Concern," C. Nolan, *Connecticut Law Tribune*, June 25, 2007.

Guest Appearance, Channel 12, Norwalk, Connecticut, "Legal Issues Associated with Summer Interns," *12 on the Money with Becky Surran*, airing July 15, 2006.

Guest Appearance, *ABC World News Now*, Interview with Ron Corning, February 14, 2006.

Guest Appearance, Channel 12, Norwalk, Connecticut, "Employment Issues in Acquisitions," *12 on the Money with Becky Surran*, airing December 17 & 18, 2005.

"Can Employers Alter Hiring Policies to Cut Health Costs?" Ann Zimmerman, Robert Matthews and Kris Hudson, *Wall Street Journal*, Oct. 27, 2005.

"Firms Using Blogs to Pitch," J. Quittner, *Crains NY Business*, September 12, 2005.

"To blog or not to blog: Companies weigh pros, cons of Web journaling," J. Fishman-Lapin, *Stamford Advocate*, August 5, 2005.

Guest Appearance, WTNH, Channel 8, New Haven, Connecticut, "Electronic Monitoring in the Workplace," June 2, 2005.

Guest Appearance, Channel 12, Norwalk, Connecticut, "Non-Compete Agreements," *12 on the Money with Becky Surran*, airing March 12 & 13, 2005.

Guest Appearance, *Bloomberg Small Business*, Bloomberg Television, "Non-Compete Agreements," February 19 & 20, 2005.

"American Workers Ripe for New Job Opportunities Can Stumble on Legal Pitfalls," J. Fishman-Lapin, *Stamford Advocate*, February 11, 2005.

"How to Deal with Non-Compete Agreements," K. Maher, *Wall Street Journal*, June 8, 2004.

Guest Appearance, *Bloomberg Small Business*, Bloomberg Television, "Employment Issues Related to Telecommuting," October 25 & 26, 2003.

Guest Appearance, *Your Money*, CNNfn, "Advice on Dealing with Touchy Job Interview Questions," October 9, 2003.

"For Your Eyes Only?" *Risk & Insurance*, April 1, 2002.

Guest Appearance, *Legally Yours Radio Show*, WLUX, February 14, 2002.

"Ask the Experts, Dot-Com Today, Dot-Gone Tomorrow?," *Wage-Hour Alert*, July 2001.

Ask the Attorney, *Red Herring Magazine*, August 2001.

Speaking Engagements

Speaker and panelist, "Staffing Issues in Strategic Clinical Outsourcing," SRI Institute, October 24, 2005.

Speaker and panelist, "Avoiding Minefields in Workplace Documentation and Investigations," Connecticut Bar Association Labor and Employment Section, May 18, 2005.

Panelist, "Turning the Tables: Asserting Post-Employment Claims Against Employees," Connecticut Bar Association Annual Meeting, Labor and Employment Section, June 7, 2004.

Speaker, "Strategies to Avoid the Legal Pitfalls of Modifying Compensation," Connecticut Technology Council, November 20, 2002.

Panelist, "Insight into Oversight," Connecticut Venture Group's HR Crisis Management Program, February 27, 2001.

Speaker, "Unique Employment Issues for the e-Commerce Employer," Southwestern Business and Industry Association of Connecticut, September 6, 2000.

Speaker, "The Legal Regulation of Electronic Media in the Workplace," Connecticut Bar Association Labor & Employment Section seminar on The Electronic Workplace, September 24, 1999.

Admissions

Connecticut

New York

Education

University of Connecticut

JD

University of Connecticut

BA

Publications

Making Sure Employees Beat the Heat

Paid Sick Leave Act Poses Some Challenges

Employment Alert: Connecticut to Require Many Employers to Offer Paid Sick Leave

Employment, Labor and Benefits Alert: Don't Shoot the Messenger: Another Court Cautions against Retaliating against Employees Who Report Data Security Concerns

Employment, Labor and Benefits Alert: New York Task Force Continues Aggressive Enforcement Against Employers Who Misclassify Their Workers

Employment Alert: New Jersey Supreme Court Finds Privacy Rights in Employee E-Mails

Workplace Privacy and Attorney-Client Privilege in a World of Electronic Communication

Employment, Labor and Benefits Alert: Ignorance Is Not Bliss: Supervisors May Not Bury Their Heads in the Sand To Avoid Sexual Harassment Liability

Employment, Labor and Benefits Alert: New York DOL Reverses Course: Employers No Longer Required To Use Its Official Form for New Hires

Employee Mobility Alert: Decision by the United States Court of Appeals for the Second Circuit Allows High-Level Executive To Compete with Former Employer

Employment Alert: New York DOL Says that All Employers Must Use Its Official Form for New Hires, Despite Absence of Grant of Such Authority

Employee Mobility Alert: Ends versus Means: Courts Vary in Their Interpretation of Employee Liability under the Computer Fraud and Abuse Act

Employment Alert: New York's "Faithless Servant" Doctrine Allows Employer To Recoup \$7 Million for CEO's Salary and Bonus

Employment and Labor Alert: The Increased Use of Social Networking Websites and the Importance of a Social Networking Policy for Your Workforce

Employment, Labor and Benefits Advisory: New York Employers Now Have an Alternative to Layoffs during Temporary Declines in Business

Employment, Labor and Benefits Advisory: Broad Interpretations of Human Rights Law May Increase Discrimination Exposure for New York City Employers

Employment Alert: New York State Adopts a More Stringent WARN Act

Privacy/Employment Advisory: New York Legislation Targets Identity Theft

Employment Alert: New Jersey Passes Paid Family Leave Law

Corporate Governance Advisory: Delaware Court Ruling May Impact Charter-Provided Advancement Rights to Officers and Directors

Employment Alert: Congress Approves Genetic Anti-Discrimination Legislation

Employment Alert: New Jersey Enacts Mini-WARN Act

News

7/12/2011

Mintz Levin Receives Gold Standard Certification from Women in Law Empowerment Forum

4/28/2011

Mintz Levin Named Top-Ten Family Friendly Law Firm by Yale Law Women

10/1/2010

Mintz Levin Receives its Fourth Consecutive Perfect Score on Human Rights Campaign Foundation's 2011 Corporate Equality Index

5/20/2008

Mintz Levin Advises eScription in its Acquisition by Nuance Communications

11/28/2006

Mintz Levin Advises Globe Specialty Metals, Inc., in its Acquisition of Stein Ferroaleaciones SA

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