

# David M. Connelly

Partner

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## Overview

Dave Connelly represents private and public sector employers in labor and employment matters and collective bargaining. His practice focuses on contract negotiation, litigation and proactive counseling for problems employers face in their daily operations. Managers and human resources professionals confidently rely on Dave's leadership and experience to anticipate and prevent problems before they arise, and to implement their goals in a strategic and efficient manner.

Dave assists employers with complex issues related to strikes, management rights, subcontracting, benefits and employee disciplinary matters. He also readily advises clients on matters such as union avoidance, successor employer issues, the Fair Labor Standards Act (FLSA), the Americans with Disabilities Act (ADA), the Family Medical Leave Act (FMLA) and Massachusetts employment statutes. Additionally, Dave is a strong litigator handling matters before labor arbitrators and state and federal labor and non-discrimination boards and commissions. He has successfully negotiated hundreds of collective bargaining and other labor and employment agreements on behalf of his clients.

In addition to advising business clients, Dave has specific experience representing public school districts as well as cities and towns. In particular, he serves as general counsel to Massachusetts school districts under receivership, helping them navigate the complicated path associated with that status. Due to the breadth and depth of his experience in this area, Dave is the Editor and Author of the collective bargaining chapter of Massachusetts Continuing Legal Education (MCLE) School Law publication.

Prior to joining the firm, Dave was a Vice President of Human Resources for HealthBridge Management providing in-house guidance on a full range of labor and employment law issues. Dave also previously served as Director of Labor Relations for the City of Boston. He advised the Mayor of Boston and City department heads on all labor and employment matters. He served as lead negotiator in collective bargaining and successfully defended the City in a multitude of cases before labor arbitrators, administrative agencies and state and federal courts. Prior to his time

with the City of Boston, Dave worked in the Fair Labor and Business Practices Division of the Massachusetts Attorney General's Office, representing the Commonwealth in various wage and hour compliance disputes.

### **News & Publications**

- MBJ Client Victory: Court Vacates Arbitration Award and Finds Clear Contract Language Trumps Contrary Past Practice
- CLIENT ALERT: EEOC Settles Lawsuit Over Policy Requiring Termination After Expiration of Workers' Compensation Leave
- Boston Globe Publishes Article by David Connelly on Education Reform and Collective Bargaining
- CLIENT ALERT: Retail Store Held Liable for Denying Patron Entry with Service Dog
- CLIENT ALERT: New Regulations Change How Massachusetts Health and Human Services Vendors Obtain Criminal Background Information
- CLIENT ALERT: Supreme Court Issues Ruling in Reverse Discrimination Suit

### **Memberships**

- Massachusetts Association of School Attorneys, Former President

### **Bar Admissions**

- Massachusetts

### **Court Admissions**

- United States District Court, Massachusetts
- Federal District Court, Massachusetts
- United States Court of Appeals for the First Circuit

### **Education**

- Boston College, B.A., 1988
- Northeastern University School of Law, 1997