



Emily A. Zaklukiewicz

Associate

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Practice Areas

Handbooks and Policies
Discrimination and Harassment
Leave and Accommodation
HR Advice and Counsel
Labor Management Relations

Overview

Emily A. Zaklukiewicz advises employers in all areas of labor and employment law. She defends employers in a wide range of labor and employment matters in federal and state court and before administrative agencies including the Connecticut Commission on Human Rights and Opportunities, the Equal Employment Opportunity Commission, the Department of Labor, and the National Labor Relations Board. Emily also represents employers in collective bargaining, grievance arbitrations, and unfair labor practice proceedings and advising employers on a variety of complex labor relations issues.

Prior to joining Littler, Emily worked as a management-side labor and employment associate at an AmLaw 200 law firm. Emily graduated first in her law school class, serving as the managing editor of *Stetson Law Review*, as an associate editor of the *Journal of International Aging Law & Policy*, and as a committee member on the Student Leadership Development Committee. She was also a member of Stetson Law's Honors Program, served as a teaching assistant, and received the Highest Grade Designation in five courses. While in law school, Emily served as a federal judicial intern to the Hon. Susan C. Bucklew at the U.S. District Court, Middle District of Florida, and as a certified legal intern for the City of St. Petersburg City Attorney's Office.

Professional and Community Affiliations

- Member, Labor & Employment Section, American Bar Association
- Co-Chair, Women in the Law Committee, Young Lawyers Section Executive Committee, Connecticut Bar Association
- HR Council Member, Greater New Haven Chamber of Commerce

Events & Speaking Engagements

Tackling the Intersection Between and Among the ADA, the FMLA, and Collective Bargaining Agreements

May 20, 2025

Union Organizing is on the Rise: What Does it Mean, Why Does it Happen & What Steps Can You Take?

CT Community Nonprofit Alliance Roundtable

September 16, 2022

Changes in CT Employment Law

Greater New Haven Chamber of Commerce

July 27, 2022

NLRB's General Counsel Seeks to Allow Athletes to Form a Union and Require Universities to Bargain

Connecticut Conference of Independent Colleges' "Partnering for Progress" Annual Member Forum

November 22, 2021

COVID-19 Information & Protocols

Greater New Haven Chamber of Commerce

August 25, 2021

Quick Conversation: Deeper Dive in Finding Purpose In Your Career

National Association of Women Lawyers' 2021 Mid-Year Meeting

March 26, 2021

Strategies for Successful Business Development and Marketing During the COVID-19 Pandemic and Beyond

Connecticut Bar Association - Young Lawyers Section

November 10, 2020

Recognition

- Named, Rising Star, Connecticut, *Super Lawyers*, 2022
- Recipient, American Law Institute CLE Scholarship & Leadership Award *Stetson University College of Law*
- Recipient, Killgore, Pearlman, Stamp, Denius & Squires Book Award for Professional Responsibility *Stetson University College of Law*
- Leadership Development Certificate *Stetson University College of Law*
- Named, Outstanding Criminology and Criminal Justice Graduate *University of Tampa*

Education

J.D., Stetson University School of Law, 2019, *summa cum laude*

B.S., University of Tampa, 2016, *magna cum laude*

Bar Admissions

Connecticut

Courts

U.S. District Court, District of Connecticut

Publications & Press

NLRB Returns to "Clear and Unmistakable Waiver" Standard for Unilateral Changes

Littler ASAP

December 20, 2024

Sixth Circuit Clarifies Employer's Bargaining Obligations During Public Health Emergencies

Littler ASAP

October 9, 2024

NLRB General Counsel Suggests How Colleges and Universities Can Satisfy NLRA Disclosure Obligations Without Violating FERPA

Littler ASAP

August 26, 2024

Connecticut to Make All Private Employers Provide Paid Sick Leave by 2027

Littler ASAP

May 23, 2024

D.C. Circuit Clarifies Employer Communication Rights During Union Campaigns

Littler ASAP

April 1, 2024

Deadline Extended Until August 31, 2023 for Businesses to Comply with Connecticut's Mandatory Retirement Program

Littler ASAP

April 10, 2023

NLRB Finds Business Closure Illegal But Backs Off Order to Reopen

Littler ASAP

February 13, 2023

Littler Lightbulb: Connecticut Again Considers Pay Transparency, Non-Compete Bills

Littler ASAP

February 10, 2023

Best Practices to Mitigate Risks Associated with Employer-Sponsored Events

PE Magazine

Summer 2022

Undergraduate Student Workers as Union Employees

University Business

May 19, 2022

What the EEOC Says about Requiring Vaccines at Work

Industry Week

July 21, 2021

NLRB Still Refining Test for Adjunct Faculty Unionization

University Business

June 8, 2021

The big-ticket question: Can (or should) employers require the COVID-19 vaccine of employees in the workplace?

Industrial Safety & Hygiene News

May 12, 2021

What is the current state of drug testing programs in today's workplaces?

Industrial Safety & Hygiene News

May 6, 2021

Taking A Shot At Answering Employers' COVID-19 Vaccination Questions: Best Practices For Managing The COVID-19 Vaccine In The Workplace

Massachusetts Bar Association MBA Section Review Newsletter

March/April 2021

One Shot to Get It Right: Navigating the COVID-19 Vaccine in the Workplace

Construction Executive

January 6, 2021

OSHA citations serve as reminder to employers about recordkeeping and reporting obligations

Industrial Safety & Hygiene News

December 9, 2020