



James M. Leva

Partner

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OVERVIEW

James Leva, a labor and employment lawyer, regularly defends employers against all types of employment-related claims, including discrimination, harassment, whistleblower and retaliation claims. He represents clients before state and federal courts, as well as government agencies. James has represented employers of all sizes from a number of different industries, including the financial, telecommunications, retail, pharmaceutical, logistics, manufacturing and insurance industries.

In addition to handling complex employment litigation, James routinely counsels employers on day-to-day compliance with the spectrum of laws governing the employer-employee relationship. He also regularly assists companies with protecting their confidential information and trade secrets. James has successfully represented companies and individuals in injunction hearings arising from and related to non-disclosure, non-competition, non-solicitation and other restrictive covenant agreements. He also routinely works with clients to prepare such agreements and to strategize the onboarding and offboarding of employees subject to restrictive covenants.

James has substantial experience counseling employers on Occupational Safety and Health Administration (OSHA) compliance and with OSHA investigations. He defends employers with OSHA whistleblower cases and before the Occupational Safety and Health Review Commission.

EXPERIENCE

Prior results do not guarantee a similar outcome.

Successfully defended Fortune 500 company against retaliation claims in 5-day bench trial

Obtained summary judgment on behalf of Fortune 500 company on age discrimination claim

Obtained summary judgment on behalf of large employer on former employee's hostile work environment, and race and age discrimination claims

Successfully represented several employers in wage/hour audits before United States Department of Labor and Connecticut Department of Labor

SERVICES

EMPLOYMENT AND LABOR

EMPLOYMENT LITIGATION

LITIGATION

DATA PRIVACY, PROTECTION AND LITIGATION

CANNABIS

INDUSTRIES

CANNABIS

INSIGHTS

UNION OFFICIALS AND OTHER NON-EMPLOYEES NOW ALLOWED IN OSHA INSPECTIONS

Co-author, May 14, 2024, *Day Pitney Alert*

NEW PROTECTIONS FOR DOMESTIC WORKERS UNDER THE NEW JERSEY DOMESTIC WORKERS' BILL OF RIGHTS

Co-author, April 11, 2024, *Day Pitney Alert*

CONNECTICUT EMPLOYEE'S CLAIMS THAT SHE WAS TERMINATED BASED ON MEDICAL MARIJUANA USE GO UP IN SMOKE

Co-author, March 26, 2024, *Day Pitney Alert*

U.S. DEPARTMENT OF LABOR FINALIZES INDEPENDENT CONTRACTOR RULE

Co-author, January 26, 2024, *Day Pitney Advisory*

U.S. DEPARTMENT OF LABOR PROPOSES INCREASES TO EXEMPT SALARY THRESHOLDS

Co-author, December 4, 2023, *Day Pitney Alert*

NEWS

EMPLOYEE'S MEDICAL MARIJUANA TERMINATION CLAIM GOES UP IN SMOKE

Featured, April 15, 2024

CONNECTICUT MOVERS: NEW PARTNERS AND PRACTICE CHAIRS

Featured, January 18, 2024, *Connecticut Law Tribune*

DAY PITNEY'S CANNABIS PRACTICE LEADERS

Featured, January 18, 2024, *Law.com*

DAY PITNEY SELECTS NEW LEADERS FOR CANNABIS PRACTICE GROUP

Featured, January 17, 2024, *Law360*

DAY PITNEY NAMES NEW CHAIRS OF CANNABIS PRACTICE GROUP

Featured, January 17, 2024, *Day Pitney Press Release*

EDUCATION AND CREDENTIALS

EDUCATION

University of Connecticut School of Law, J.D., 2011

The George Washington University, B.A., 2008

ADMISSIONS

State of New Jersey

State of Connecticut

AFFILIATIONS

Connecticut Bar Association

Oliver Ellsworth Inn of Court

Human Resource Leadership Association of Eastern Connecticut

Association of the Federal Bar of New Jersey

RECOGNITION AND COMMUNITY

RECOGNITION

Selected to *The Best Lawyers in America* list of Ones to Watch (Woodward/White, Inc.) for Litigation

– Labor and Employment, 2021-2024; Labor and Employment Law - Management, 2024

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