



Mike Caldwell

Of Counsel

New Haven

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Education

- Yale Law School, JD
- Stanford University, PhD
- Stanford University, MA
- Swarthmore College, *With Distinction*, BA

Practices & Industries

- Commercial Litigation & Complex Trials
- Labor & Employment

Admitted to Practice

- Connecticut

Court Admissions

- US Court of Appeals for the Second Circuit
- US District Court for the District of Connecticut
- US Supreme Court

Biography

Mike primarily concentrates his practice on litigating employment and commercial matters. In labor and employment cases, he represents both for-profit and not-for-profit employers in industries ranging from health care, temporary staffing, and retail to low-income housing and social services. He defends clients against a broad range of employment claims, including discrimination, retaliation, breach of contract, and wrongful termination. He also defends clients against claims of housing discrimination, drafts policies for employers, and counsels employers on means of avoiding employment litigation.

In commercial litigation cases, Mike represents clients in industries ranging from pharmaceuticals and insurance to health care, handling matters involving issues such as insurance coverage, stock ownership, noncompetition agreements, drug discovery, and business defamation. He also has experience defending personal-injury claims and representing creditors in commercial lease litigation.

In both employment and commercial matters, Mike routinely litigates before state courts, federal courts, mediators, and administrative agencies such as the Connecticut Commission on Human Rights and Opportunities.

Bar Associations

- Connecticut Bar Association, Member and Former Labor & Employment Committee & Federal Practice Committee Co-Chair
- New Haven County Bar Association

Selected Memberships & Affiliations

- New Haven Inn of Court, Former Member

Representative Experience

- Obtained a defense verdict at trial against claims of housing discrimination brought by an applicant for housing and supportive services.
- Obtained a dismissal from the US Court of Appeals for the Second Circuit of an appeal by a client's former business associate on claims related to ownership of a business after obtaining judgment on the claims from the US District Court for the District of Connecticut.
- Obtained a dismissal and denial of claims of employment discrimination and failure to accommodate made to the Connecticut Commission on Human Rights & Opportunities.
- Obtained summary judgment against a Family and Medical Leave Act claim by a former employee based on termination.
- Obtained a favorable ruling to prevent a client from paying an excessive share of the expense of electronic document production by an adversary.
- Successfully defended a temporary staffing agency against large-value claims by a former employee based on personal injuries.
- Resolved a dispute between two not-for-profit housing agencies by negotiating an agreement concerning employee training.
- Obtained a favorable settlement for a temporary staffing agency when the company to whom the employee was supplied sought indemnification for payments and attorneys' fees in a personal injury action.
- Obtained a favorable settlement for a not-for-profit housing agency sued by a former employee for disability discrimination and retaliation before substantial litigation costs were incurred.
- Obtained payment of unpaid rent and charges from multiple retailers on behalf of a shopping center.

Prior Experience

- LeClairRyan, Senior Counsel
- Tyler Cooper & Alcorn, LLP, Associate
- University of Illinois at Urbana-Champaign, Political Science Professor

Judicial Clerkships

- US District Court for the District of Connecticut, Judge Charles Haight
- US District Court for the District of Connecticut, Judge Robert Chatigny

Selected Community Activities

- New Haven Legal Assistance Association, Board of Directors Member and Former Friends Board Member

Selected Media

- *Connecticut Law Tribune*, “New Rulings Affect Older Workers”
- Employment Law Briefs, “Employees Can Now Sue Under ERISA if They Believe Their 401(k) Accounts Have Been Injured by a Fiduciary’s Misconduct”
- Connecticut Bar Association *Labor & Employment Law Quarterly*, “The New Rules for Pay Discrimination: What *Ledbetter v. Goodyear Tire & Rubber* Means for Connecticut Attorneys”
- Lorman, “New Set of EEOC Regulations Fleshes Out the ADA Amendments Act of 2008”
- *Rantings of a Partner ... and Pushback From the Associate*, “Caldwell’s Curve Law”

Selected Alerts & Blog Posts

- COVID-19: All Connecticut State Court Deadlines Extended Indefinitely
- COVID-19 Forces Connecticut and Massachusetts State and Federal Courts to Limit Activity