WIGGIN
WIGGIN AND DANA



Nicole Dwyer

ASSOCIATE

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Nicole is an Associate in Wiggin and Dana's Labor, Employment, and Benefits Department and a member of the Education Practice Group.

In her labor and employment practice, Nicole supports employers across a range of industries. She regularly appears before administrative agencies, arbitrators, and in state and federal courts on behalf of employers engaged in disputes with current and former employees. Her practice encompasses employment discrimination and wrongful discharge claims, noncompete litigation, wage and hour disputes, and other employment-related disagreements. Nicole also represents employers in traditional labor matters, including contract negotiations, proceedings before the National Labor Relations Board, and grievance and arbitration proceedings.

In addition to her litigation practice, Nicole advises employers as they navigate the complex framework of state and federal laws that govern the employment relationship. In this capacity, she assists employers with a wide array of day-to-day personnel challenges, including performance management, disciplinary matters, accommodation requests, leave requests, wage and hour compliance, and workplace investigations.

Nicole also assists colleges and universities facing legal and regulatory challenges, including Title IX compliance, bias and discrimination issues, student and faculty conduct proceedings, and requests for disability accommodations. Nicole brings a unique understanding of her clients' individual institutional concerns and constituencies to her higher education practice.

Nicole received her J.D. *summa cum laude* from Quinnipiac University School of Law, where she graduated first in her class and was the Editor-in-Chief of the Quinnipiac Law *Review*.

Nicole is a trial instructor for Quinnipiac University School of Law's mock trial program, and currently serves on the board of Noank Community Support Services.

Education

- Quinnipiac University School of Law (J.D., 2019)
  - summa cum laude
- Quinnipiac University (B.A., 2016)
  - summa cum laude

Bar Admissions

- Connecticut

Court Admissions

- U.S. District Court (District of Connecticut)

Publications

December 21, 2022
Notable Year End Developments at the NLRB

June 8, 2022
Supreme Court Finds Airline Worker Cannot Be Compelled To Arbitrate Class-Wide Wage Claims

August 17, 2021
Connecticut Prohibits Age-Related Inquiries on Employment Applications

July 29, 2021
What Connecticut Employers Need to Know about the Cannabis Legislation

January 11, 2021
Attorneys Michael Menapace and Nicole Dwyer Published in ABA TIPS Cybersecurity and Data Security Committee's Winter 2021 Committee News

July 17, 2020
"DOL Wage and Hour Division Issues New FMLA Forms and Requests Comment on FMLA Regulations" Published by The National Law Review
The National Law Review

May 4, 2020
Students Demand Tuition Reimbursement for COVID-19 Learning Disruptions

May 4, 2020
Sixth Circuit Says Students Can Waive Title IX Due Process Rights

April 9, 2020
Rights of the Accused vs. Rights of the Victim: Colleges and Universities Must Walk a Fine Line When Handling Title IX Sexual Assault Claims

January 14, 2020
Wiggin and Dana Cryptocurrency Advisory Published in The National Law Review
The National Law Review

January 10, 2020

Holding Cryptocurrency – Is Your Wallet Hot? Consider Whether Your Assets Are Insured Under A Homeowner's Or Commercial Policy.