



Caroline B. Park

PARTNER

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Caroline is a Partner in Wiggin and Dana's Labor, Employment and Benefits Department, Co-chair of the Education Practice Group and a member of the firm's Inclusion, Diversity and Equity Committee.

Caroline's labor and employment practice spans a variety of industries and encompasses federal and state court litigation and the arbitration and mediation of employment discrimination claims, wrongful discharge claims, wage and hour claims, disputes over the enforcement of covenants not to compete, and other employment-related disagreements. Caroline also represents employers in cases involving claims of discrimination, harassment, and retaliation, before the Commission on Human Rights and Opportunities and the Equal Employment Opportunity Commission. A significant portion of her work focuses on traditional labor relations, which includes union organizing drives, proceedings before the National Labor Relations Board, grievance and arbitration proceedings, and labor contract negotiations. In addition, Caroline advises employers day-to-day on a broad range of personnel-related matters, such as disciplinary issues, termination and separation issues, reasonable accommodations, the Family and Medical Leave Act, employment-related immigration and compliance matters, wage and hour compliance, investigations, and personnel policies and practices.

In her higher education practice, Caroline has developed substantial experience and expertise in advising and representing colleges, universities, and selective private secondary schools on a wide array of issues affecting academic institutions. These include Title IX and other regulatory compliance, the full range of student matters, including student conduct proceedings, faculty review and tenure procedures, bias and discrimination issues, disability accommodations, as well as traditional labor and employment matters. She brings an understanding of educational institutions' governance structures and constituencies, and their unique reputational concerns and that understanding informs the advice she provides to clients. Caroline's comprehensive experience and commitment led her to service as Acting General Counsel at Quinnipiac University.

Caroline's experience extends to supporting home health care, hospice, long-term care, and senior living facilities. She counsels on personnel-related matters and compliance issues unique to the regulatory landscape for these such facilities. Caroline also brings her wealth of experience in employment law to guide clients on the full range of employment matters, with extensive experience with the unique challenges and needs of these caregiving

environments.

Caroline earned her J.D. with honors from the University of Connecticut School of Law, where she served as a Notes and Comments Editor for the *Connecticut Law Review*. She received her B.A. in Political Science and Communication from Boston College.

Before joining Wiggin and Dana, Caroline clerked for the Honorable F. Herbert Gruendel in the Connecticut Appellate Court in Hartford.

Education

- University of Connecticut School of Law (J.D., 2011)
 - Honors
- Boston College (B.A., 2008)

Bar Admissions

- Connecticut
- Massachusetts

Court Admissions

- US Court of Appeals for the Second Circuit
- US District Court (District of Connecticut)

Memberships and Affiliations

- Connecticut Bar Association
 - Labor & Employment Section
 - Young Lawyers Section
- New Haven County Bar Association

Publications

May 20, 2024

2024 Title IX Regulations: Planning for the Significant Expansion of Employee Training Requirements

April 24, 2024

Three Major Initiatives: New York's Paid Prenatal Leave, DOL's Overtime Pay Expansion and FTC's Ban of Non-Compete Agreements

December 21, 2022

Notable Year End Developments at the NLRB

August 4, 2022

Third Circuit Stops Out-of-State Workers from Joining FLSA Suit Against FedEx

July 29, 2021

What Connecticut Employers Need to Know about the Cannabis Legislation

January 2, 2020

NLRB Rolls Back Key Obama-Era Decisions

September 30, 2019

Labor, Employment and Benefits Attorneys Author Chambers USA 2019 Regional Employment Guide

Chambers USA Regional Employment 2019 Second Edition Guide

June 27, 2019

New Connecticut Law Expands Employer Training Obligations and Other Key Provisions of Anti-Discrimination Laws

June 12, 2019

Connecticut Significantly Expands Coverage of Family and Medical Leave Act, Adopts Paid Leave

April 4, 2019

Evaluating OSHA Compliance – How Do Your Programs Align With Agency Enforcement Priorities?

May 10, 2018

Connecticut Bans Employers From Inquiring About Applicants' Pay History

August 29, 2017

Federal Law Does Not Preempt Employee Protections under Connecticut's Medical Marijuana Law

May 12, 2017

New York City's Freelance Law Goes Into Effect

December 20, 2016

Employment Law 2016 – Year In Review

November 23, 2016

Federal Court Issues Nationwide Injunction Putting New Overtime Regulations On Hold

July 14, 2016

Legislative Update: New Laws Affecting Connecticut Employers

February 5, 2016

Important Regulatory Changes on the Horizon

January 29, 2016

U.S. Department of Labor Expansively Defines FLSA Joint Employment in New Guidance

January 4, 2016

IRS Extends the Due Dates for 2015 Information Reporting Under Sections 6055 and 6056 In IRS Notice 2016-4

December 28, 2015

Employment Law 2015 – Year In Review

September 3, 2015

NLRB Broadens Joint Employer Test to Include Indirect Control

April 27, 2015

The NLRB's New Work Rules Guidance

Connecticut Law Tribune

November 24, 2014

Immigration and Nationality Law and Compliance Year-End Newsletter

October 27, 2014

A Supersized Announcement by the NLRB

Connecticut Law Tribune, Vol. 40, No. 43

July 16, 2013

Connecticut Governor Vetoes Bill Regulating Noncompete Agreements

July 2, 2013

Connecticut General Assembly Passes Laws of Significance for Connecticut Employers Regarding Personnel Files and Non-compete Agreements

March 7, 2013

Department of Labor Issues New FMLA Regulations Expanding Leave for Military Families, Clarifying Intermittent Leave

January 16, 2013

Projecting the Impact of Medical Marijuana on Connecticut Employers

October 19, 2012

National Labor Relations Board Begins Scrutinizing Standard Employment At-Will Disclaimers

September 28, 2012

NLRB Prohibits Broad Rules Requiring Confidentiality