

William J. Anthony | Partner

Labor & Employment

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William J. Anthony focuses his labor and employment practice on class, collective, and multi-party actions, including a broad spectrum of federal and state law wage and hour claims. He has successfully defended against actions alleging misclassification of independent contractors, misclassification of employees, “off the clock” work, failure to properly calculate the regular rate of pay, and similar claims. He also has defended class claims under the Fair Credit Reporting Act and discrimination statutes. In addition, Will represents organizations in single-plaintiff cases alleging discrimination, harassment, wrongful termination, and breach of contract.

Will has litigated cases in over fifteen states and has trial experience in Connecticut, New Jersey, Tennessee, Pennsylvania, and Montana. His trial experience includes defense of class, collective and single plaintiff actions before juries, judges, and arbitrators.

Will has extensive experience advising clients on the full range of employment law issues and provides training on management skills, discrimination, harassment, and wage and hour laws. He is a frequent speaker on employment law topics in front of a broad range of live and remote audiences.

Select Engagements

- Obtained dismissal of a putative class and collective action alleging that fitness instructors were not properly paid all wages due under New York law.
- Obtained dismissal of a putative class action alleging that satellite television installers were not properly paid all non-overtime wages due under New York law.

- Obtained dismissal of a putative class action alleging that indoor cycling instructors were not properly paid under New York and California law.
- Obtained dismissal of a putative nationwide collective action alleging that HVAC-service technicians were not paid for all hours worked under federal law.
- Defeated a Rule 23 class certification motion filed on behalf of mortgage underwriters in the U.S. District Court for the District of Connecticut.
- Obtained dismissal of a state law class action seeking relief under a variety of state laws stemming from alleged misclassification as an exempt employee on the basis that the claims were preempted by federal and state wage statutes.
- Obtained dismissal of a nationwide collective action on the grounds that the named plaintiff failed to comply with § 216(b) of the Fair Labor Standards Act and amending would be futile as the plaintiff's claims were time barred following the dismissal.
- Defeated conditional certification of a nationwide class of pharmaceutical sales representatives in the U.S. District Court for the District of Miami.
- Defeated conditional certification of a nationwide class of pharmaceutical sales representatives and obtained summary judgment against the plaintiff for breach of contract, which included a class action waiver, in the U.S. District Court for the Northern District of Illinois.
- Defeated class certification in several cases related to tipped employees on the basis that the Rule 23 standards were not met.
- Obtained voluntary withdrawal of a nationwide collective action to include individuals residing only in the state where the case was venued after early and aggressive communications with plaintiffs' counsel.

Admissions

- New Jersey
- United States Court of Appeals for the Third Circuit
- United States Court of Appeals for the Ninth Circuit
- U.S. District Court - New Jersey
- U.S. District Court - Western District of New York
- Connecticut
- New York
- U.S. District Court - District of Connecticut
- U.S. District Court - Southern District of New York
- United States Court of Appeals for the Fourth Circuit
- United States Court of Appeals for the Second Circuit
- United States Court of Appeals for the Sixth Circuit
- U.S. Bankruptcy Court - Northern District of New York
- U.S. Bankruptcy Court - Eastern District of New York

Memberships

- Connecticut Bar Association

- New Jersey State Bar Association
- New York State Bar Association

Education

- Hamilton College, BA
- Boston University School of Law, JD

Recognitions

- 2013–Present, listed in *Best Lawyers in America*©
- 2006–Present, listed in *Super Lawyers*®
- 2010, Leadership in Diversity Award, presented by the *Hartford Business Journal*

Professional Activities

Will is a member of the New York, New Jersey, and Connecticut Bar Associations. He previously served as president of the Connecticut Lawyers Collaborative for Diversity.