



Principal, Hartford

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Sarah R. Skubas is a principal in the Hartford, Connecticut, office of Jackson Lewis P.C. She is co-leader of the firm's Healthcare industry group and co-leader of Jackson Lewis' Practicing and Parenting resource group.

## Practices

- Healthcare
- Hospitality
- National Compliance and Multi-State Solutions
- Corporate Governance and Investigations
- COVID-19
- Disability, Leave and Health Management
- EngageMD®
- Labor Relations
- Employment Litigation
- Private Equity
- Artificial Intelligence & Automation

## Education

- New England School of Law, J.D. 2007
- University of Puget Sound, B.A. 2004

## Admitted to Practice

- 2nd Circuit Court of Appeals 2015
- Connecticut - D. Conn. 2010
- Connecticut 2009
- Massachusetts 2007

Sarah loves her practice because of the longstanding partnerships she develops with clients. Her objectives in every client interaction are to listen, understand their business and legal goals and achieve them through real-world preventative counseling, internal investigations, labor-management relations and employment litigation advocacy. The diversity of Sarah's practice yields unique perspective. In a single discussion, Sarah helps clients tackle issues facing unionized workforces, leave and disability law issues, discrimination, internal investigations, marijuana in the work workplace and more.

As co-leader of the firm's Healthcare industry group, Sarah is a trusted resource to healthcare clients navigating multifaceted issues specific to the industry. Healthcare employers rely on Sarah's guidance in managing significant physician employment issues. She prepares physician and other provider employment agreements, along with enforcing the same through litigation. She has a strong focus on graduate medical education employment-related issues, including remediation, dismissal and grievance processes.

She is a practical and zealous litigator in all aspects of employment law. Whether it be through proactive early resolution or managing litigation to trial, her focus remains on achieving the client's business objectives to ensure a successful result.

Sarah is also a member of the firm's Drug Testing and Substance Abuse Management team where she partners with clients to draft nationwide drug testing policies, provides reasonable suspicion training and advises on evolving complexities surrounding multi-state marijuana laws.

She has broad experience in representing employers in labor matters, including negotiations, strikes, unfair labor practice charges and grievance arbitrations. Sarah represents public employers before the State Board of Labor Relations and the State Board of Mediation, as well as private sector employers before the National Labor Relations Board.

## Honors and Recognitions

- *The Best Lawyers in America*®, "Employment Law – Management" (2021-present), "Labor Law – Management" (2023-present) and "Litigation – Labor and Employment" (2023-present)
- Connecticut Law Tribune, New Leaders in the Law (2018)
- *Connecticut Super Lawyers*®, "Rising Stars" (2015-2017) and "Super Lawyers" (2022-present)

## Pro Bono and Community Involvement

- Lawyers' Collaborative for Diversity Mentor

### Published Works

- "What Health Care Institutions Need to Know About the NIOSH "Impact Wellbeing Guide": Implementation and Best Practices to Promote Employee Engagement and Retention," *American Health Law Association Health Law Connections*, (September/October 2024, Volume 5, Issue 5) [Co-Author]
- "Stop the Silo: Making the Most of Patient Safety Compliance Programs," *AHLA Connections* (April 2020) [Author]