

## Elizabeth K. Levine

*Director*

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Elizabeth Levine is an employment lawyer and litigator. She works with companies on management-side employment and operational matters, and defends organizations in employment-based litigation.

Elizabeth counsels employers of every shape and size on a day-to-day basis in all aspects of employee relations. Her work includes matters related to hiring, discipline, leave, wage and hour law, accommodations, terminations and compliance with federal, state and local employment laws. She likewise advises on employee related issues in connection with emerging businesses, consultant classification issues, target acquisitions, sales, mass layoffs and the cessation of business (WARN Act and state law counterparts).

Elizabeth also regularly prepares employee handbooks and personnel policies. She drafts all kinds of agreements, and advises company management with respect to contractual obligations arising out of offer letters, employment agreements (including incentive and executive compensation) and restrictive covenants, including non-competition, non-solicitation and confidentiality agreements.

Elizabeth advocates for and represents employers before state and federal courts and administrative agencies in a broad range of matters, including harassment, discrimination and retaliation claims based on protected class membership, wrongful termination, breach of contract, breach of fiduciary duty, violation of non-competition, non-solicitation and confidentiality agreements and purported violations of federal and state wage and hour laws. She also has extensive experience representing clients in alternative dispute resolution proceedings, including mediation and agency conciliations.

As a trainer certified by the Massachusetts Commission Against Discrimination, Elizabeth routinely presents to employers and their workforces on issues of harassment and discrimination prevention, diversity and accommodation of disabled employees and investigates claims of harassment and discrimination in the workplace.

### **Accolades**

- National Law Journal, Employment Law Trailblazer, 2020
- The American Lawyer, New England Trailblazer, 2019
- *Chambers USA*, Labor & Employment, Massachusetts, 2019 (Recognized Practitioner)
- Massachusetts Super Lawyers Rising Stars, 2009 - 2017
- Massachusetts Lawyers Weekly, Up and Coming Lawyer, August 2008

### **Affiliations**

- Discovering Justice/Legal Apprenticeship Program
- Citizen Schools Eighth Grade Academy Apprenticeship Program
- Massachusetts Legal Clinic for the Homeless
- BBA Landlord/Tenant Lawyer for the Day Program
- Boston Bar Association
- Massachusetts Bar Association
- American Bar Association

### **Admissions**

- Massachusetts

### **Education**

- Suffolk University Law School (J.D., *magna cum laude*, 2003)
- College of the Holy Cross (B.A., *magna cum laude*, 1999)
  - Phi Beta Kappa

## **Representative Matters**

### **Multiple Pharmaceutical Companies Daily Employment Issues**

Representation of multiple pharmaceutical companies in connection with a range of daily employment issues. Recent work includes employment training, wage and hour matters, decision classifications and restrictive covenants.

### **Automobile Dealership Outside Employment and Human Resource Legal Counsel**

Acting as outside employment and human resources legal counsel to the largest privately-owned group of automobile dealerships in Massachusetts. Conduct annual training and defend the dealerships in connection with harassment and discrimination claims and class actions alleging widespread violations of the wage and hour laws.

**Companies Entering US from Canada, UK and Europe New Employment Policies, Draft Employment Agreements , Offer Letters and Employee Manuals**

Regularly handle the employment work for companies entering the US from Canada, the UK and Europe, ranging from retailers to consulting firms to pharmaceutical companies. Help clients to craft all of the new employment policies, draft employment agreements and offer letters as well as create the employee manuals for all of the companies' U.S. employees. Still provide ongoing employment advice following U.S. launch.

**Nonprofit Organizations Daily Employment Counsel Needs**

Representation of multiple nonprofit organizations in connection with a range of daily employment counsel needs. Day to day advice and strategy related to the classification, hiring, discipline and firing of employees, including related rights & responsibilities, employee leave including those related to medical conditions, employee handbooks, internal investigations and day-to-day operational issues. Represent organizations before regulatory agencies including the Massachusetts Commission Against Discrimination, Division of Unemployment and Division of Industrial Affairs. Education and strategy related to all new employment laws.

**Publicly-Traded Asset Management Company Outside Counsel**

Representation of a publicly-traded asset management company that owns and operates multiple boutiques across the United States. Serve as go-to outside counsel, working with General Counsel for over a decade. Strategize with the client and its affiliates on the best ways to acquire new talent, retain top talent, hire new employees and transition employees out of the company. Additionally draft and revise employment agreements throughout all phases of employment.

**Lighting Manufacturer Expansion and Employment Arrangements**

Representation of lighting manufacturer's representative in connection with the company's efforts to expand their footprint and draft employment arrangements for new key personnel, including employment agreements and restrictive covenants. Defense of client in connection with litigation brought by a competitor alleging intentional interference with contractual relations and violations of the MA Consumer Protection Act. Successfully defeated motion for preliminary injunction based on claims asserted and negotiated a resolution to case.

**Commercial Real Estate Service Company Day to Day Employment Issues**

Representation of the largest full-service commercial real estate services company in New England and advise the client with respect to day to day employment issues, including workplace trainings, employee offer letters, employee handbooks, employee medical leaves, discipline and separations. Successfully defended the client in connection with wage and hour litigation asserted by commissioned employees. Currently defending the client in connection with a minimum wage and overtime/joint employer claim brought by a former employee.

**Private Equity Company Multi-State Employment Needs**

Advising a Boston-based private equity company in connection with its multi-state employment needs. Recent activity includes annual workplace trainings, multi-state employee handbook review/revisions, advice in connection with workplace investigations and employee separations.

Defense of the company in connection with wage-based contract litigation arising out of the sale of a portfolio company. Have also handled litigation for a portfolio company arising out of a breach of restrictive covenants by a former partner/employee. Routinely advise the client in connection with employee diligence and employee transition issues related to various acquisitions and dispositions.

## Blog Posts: Retail Law Advisor

This blog keeps you connected to timely developments and emerging issues in retail law and covers a wide range of topics related to the retail, restaurant and consumer industry. We invite you to learn more about Goulston & Storrs and our Retail, Restaurant & Consumer Group.

May 5, 2020

### **COVID-19 Safety Checklist for Reopening Your Workplace**

Step 1: Prepare for employees to return to the workplace. Assess the risk level of your workplace according to OSHA Guidelines. Lower exposure risk (caution) jobs are those that do not require contact with people known to be, or..

March 18, 2015

### **Massachusetts Expands Parental Leave Rights**

Effective April 7, 2015, Massachusetts employers with six or more employees must provide childbirth leave on a gender neutral basis. Under a new Parental Leave Act law ("PLA") signed by former Governor Deval Patrick on the day before he...

## Publications

November 4, 2020

### **PFML is Coming – Are Your Policies Ready?**

September 8, 2020

### **Classes Resuming Have Ripple Effect on Businesses and Working Parents**

July 13, 2020

### **Trust and Culture in the Changing Workplace**

Crain's New York Business

May 18, 2020

### **Principles for a Successful Return to the Workplace**

May 18, 2020

### **Model Screening Questionnaire**

May 5, 2020

**COVID-19 Safety Checklist for Reopening Your Workplace**

October 21, 2019

**How to ensure your company culture is as healthy as it looks**

Crain's New York Business

June 2016

**Department of Labor Doubles Salary Basis Test for Overtime Exemption**

June 2015

**Attorney General Issues Final Regulations to the New Earned Sick Leave Law**

April 2015

**Massachusetts Adopts Domestic Workers Bill of Rights**

January 2015

**Massachusetts Voters Guarantee Sick Leave**

## Interests

In her spare time, Elizabeth generally can be found on the sidelines of a field cheering on her son as he takes youth sports by storm - as much as any elementary schooler can!

When she is not trying to earn the designation of U14 Ultimate Frisbee Fan of the Year, Elizabeth enjoys running outdoors year-round (sometimes quite a distance).

The discipline, determination and grit required to strap ice grippers on to her sneakers and head out with a pair of ski gloves when it is well below freezing is reflective of the kind of dedication and determination she provides in counsel to her clients.