

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

- *Massachusetts Lawyers Weekly*, 2023 Go To Employment Lawyer
- Lawdragon 500: Top U.S. Corporate Employment Lawyers 2022-2023, 2025
- *Boston Magazine* Top Lawyers, Labor and Employment, 2021-2024
- 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

- American Employment Law Council (AELC), Member
- MCLE, Faculty Presenter
- 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.

Audax Group Acquisition

We represented Audax Group, a leading private equity firm, and its portfolio company AI Fire, LLC, in the sale of the company to Snow Phipps Group, LLC.

Representation of PT Networks in Sale to Athletico

Represented PT Networks, a premier provider of physical therapy, occupational health, and onsite corporate health services, in its sale to Athletico Physical Therapy, a portfolio company of funds affiliated with BDT Capital Partners, LLC, through an auction process conducted by Jefferies. G&S, in collaboration with key trusted advisors and industry experts, helped Pivot attain significant operational and financial improvements, while the company continued to provide top-notch patient care despite challenges faced throughout the pandemic.

Sale of Romanow Container to SupplyOne, Inc.

Represented Romanow Container, a leading independent corrugated and protective packaging supplier, in its sale to SupplyOne, Inc., a portfolio company of Wellspring Capital Management.

M&M Transport's Sale to Schneider

Representation of M&M Transport Services, a dedicated contract carrier that provides specialty solutions for the retail and manufacturing verticals, on its sale to Schneider National, Inc., a premier multimodal provider of transportation, intermodal, and logistics services. The sale further complements Schneider's Dedicated organic growth success and places Schneider on a glidepath toward \$1.5 billion in annual Dedicated contract revenues and 6,500 Dedicated tractors in service to their valued customer base.