

Employment Litigation

Prominent clients from many institutions and industries entrust the lawyers in our Employment Group to resolve their most sensitive and complicated employment law matters. They rely on us not just for our skill and experience, but our responsive service and practical advice tailored to each client's business objectives and corporate culture.

When our clients face litigation, we represent them in state and federal court proceedings, as well as at administrative agencies, including the EEOC and the Massachusetts Commission Against Discrimination. Our attorneys also have experience defending complex class actions, including multi-state, federal actions.

We also conduct investigations of alleged or suspected employment law violations, enabling our clients to make assessments of potential exposure and to adopt appropriate policies and practices to deter any potential future misconduct.

Chambers USA and other peer-reviewed publications recognize the excellence of our employment lawyers, who have collectively authored many scholarly articles and publications, lectured in law schools and continuing legal education forums, and provided expert commentary for media publications and news outlets, such as NPR and Lawyers Weekly.

Many of our core employment law clients have been with us for 15 years or more, reflecting our collective dedication to superior client service. We respond promptly to client inquiries and deliver advice in a prompt and efficient manner.

We understand and appreciate that a client is entrusting us with very significant issues. We take this responsibility very seriously and we return that trust with our most serious professional efforts.

Our Service Difference

Many of our core employment law clients have been with us for 15 years or more, reflecting our collective dedication to superior client service. We respond promptly to client inquiries and deliver advice in a prompt and efficient manner. That starts with choosing the right staff and employing the right tools and technology to handle each matter and to service each client optimally.

Employment matters transcend the law because they impact the day to day functioning of our client's businesses. We work together with our clients to shape responses that preserve and enhance corporate culture while avoiding liability.

This full-service approach to employment matters involves complete attention to all of the client's related needs, meaning that we provide proactive advice, preventive counseling and suggestions

based on the lessons we learn defending cases, as well as introductions to other helpful professionals who may be able to help mitigate inevitable risks and losses.

Utilizing our deep experience, we also provide value to clients through early case assessments, which help to identify potential opportunities for quick and creative resolutions. We know that clients are not always looking to vanquish opponents, especially if they are frequent antagonists or sometimes collaborators. In all situations, we hold to the highest standards of professional integrity and conduct.

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Our Clients

Public and privately held companies, non-profit institutions, and professional service providers all rely on our employment law advocacy.

Our clients are involved in many industries and enterprises, including , education, health care, pharmaceuticals, financial services, manufacturing, retail, restaurants, hospitality, recreation, media, auto sales and distribution, energy, technology, aerospace and defense, as well as all kinds of real estate development, management and construction.

Our Experience

When our clients face litigation, we represent them in state and federal court proceedings, as well as at administrative agencies, including the EEOC and the Massachusetts Commission Against Discrimination. Our attorneys also have experience defending complex class actions, including multi-state, federal actions.

Substantively, our lawyers have resolved or tried to verdict all kinds of employment law claims, including claims involving allegations of:

- Discrimination on the basis of race, age, gender and sexual orientation
- Sexual harassment and retaliation
- Breach or validity of non-compete and non-solicitation agreements, including agreements in specialized industries with intricate legal ramifications, such as the pharmaceutical industry
- Violation of confidentiality agreements or theft of trade secrets and proprietary information
- Wage and hour violations and worker misclassification
- WARN provisions associated with mass layoffs and reductions in force

- Whistleblowing
- Workplace misconduct
- Wrongful termination

We also conduct investigations of alleged or suspected employment law violations, enabling our clients to make assessments of potential exposure and to adopt appropriate policies and practices to deter any potential future misconduct.

In addition to handling investigations and litigation, our lawyers provide clients with proactive counseling and workplace training, as well as carefully crafted, sometimes negotiated employment-related agreements, policies and manuals. See our [Employment Services](#) page in the Business-Corporate section of this website for more information.

Representative Matters

Counseling Employers on COVID-19 Policies and Mitigation Strategies

Advises employers on COVID-19-related matters, including administration of policies related to vaccination or testing, workplace accommodations, return to office, and employee health and safety protocols.

Designing and Conducting Equity Reviews in the Education Industry

Co-led and conducted a large-scale equity review of a higher education institution's systems and structures for preventing, reporting, and responding to incidents of bias, discrimination, and harassment. Developed recommendations designed to improve the experiences of students, faculty, and staff.

Conducted an equity review of policies and procedures for an independent secondary school as part of a broader racial justice and equity initiative.

Developing and Conducting Cultural Assessments for Organizations of all Types

Helps companies, organizations, institutions, and boards assess, understand, and strengthen their workplace cultures through assessments of the experiences of employees, business units, leadership teams, and other stakeholders.

Defense of Massachusetts' Class Action Wage and Hour Litigation

Handled defense of Massachusetts' class action wage and hour litigation.

Class Action Alleging Violations of State Wage and Overtime Laws

Secured summary judgment for a national real estate investment and management company, which resulted in the dismissal of all claims in a class action alleging violations of state wage and overtime laws.

Defense of Automobile Dealerships in Wage and Hour Class Action

Representation of automobile dealerships in defense of multiple class actions alleging widespread violations of wage and hour laws, which involve novel claims under Massachusetts law.

Employment Discrimination Claims against Securities Firm Managing Director

Obtained a rare pre-hearing dismissal during FINRA arbitration of employment discrimination claims against a managing director of a major investment bank. Thereafter, successfully pursued indemnification from the bank, including defeating a motion to arbitrate the indemnification claims.

Arbitration with an Aggrieved Former Partner Claiming Wrongful Discharge

Obtained a complete dismissal of claims on behalf of an Am 100 firm during arbitration with an aggrieved former partner claiming wrongful discharge and seeking millions of dollars in unpaid compensation.

Claims of Religious Discrimination

Successful representation of car dealership in multi-day public hearing alleging religious discrimination (judgment for our client).

General Representation of One of the Largest Privately Held Businesses in the Commonwealth of Massachusetts

General representation of one of the largest privately held businesses in the Commonwealth of Massachusetts – including day to day advice, annual training of more than 2,500 employees, handbook development, representation in wage and hour audits and all manner of employment litigation.

Restrictive Covenants, Employee Investigations, Litigation and Corporate Restructuring

Representation of pharmaceutical companies in matters related to restrictive covenants, employee investigations, litigation and corporate restructuring.

Dispute with Independent Physicians Association

Represented a large group of physicians and their employer in a dispute occasioned by their decision to leave a large Independent Physicians Association.

Financial Services Firms in Whistle-Blower Case

Obtained summary judgment on all counts for two financial services firms in a hotly-contested whistle-blower case in San Francisco Superior Court.

Disability Discrimination Matters

Obtained a directed verdict at trial on behalf of an international lighting manufacturer in a disability discrimination case.

“Material Change Doctrine” and Common-Law Contract Principles

Obtained summary judgment in state court litigation favorable to clients, which invalidated the non-competition and non-solicitation provisions of an employment agreement under the “material change doctrine” and common-law contract principles.

Wage Act Violations

Represented an international hotel chain in state court litigation concerning alleged wage act violations, where the client prevailed on summary judgment and secured a favorable settlement.

Class Action Alleging Violations of State Wage and Overtime Laws

Secured summary judgment for national real estate investment and management company, which resulted in the dismissal of all claims in a class action alleging violations of state wage and overtime laws.

Matters Involving Fair Labor Standards Act, Title VII, the Family Medical Leave Act, and the Age Discrimination in Employment Act

Successful defense of numerous lawsuits brought in federal court, state court, and before state administrative bodies concerning claims under the Fair Labor Standards Act, Title VII, the Family Medical Leave Act, the Age Discrimination in Employment Act and parallel state law claims.

Massachusetts Wage Law Class Action Litigation

Representation of several entities in defense of class actions alleging violations of the Massachusetts Wage Laws.