

Matthew P. Horvitz

Director

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Matt Horvitz is a pragmatic, versatile trial lawyer and counselor focused on workplace dynamics, complex employment disputes, and commercial litigation.

Matt represents employers and executives in state and federal courts and before administrative agencies for the full range of employment disputes, including requests for injunctive relief and defending against class and collective actions. Matt also helps employers with internal policies, procedures, and compliance with state and federal regulations.

Matt works with his clients to establish creative and aggressive strategies that prevent and resolve disputes arising from:

- Employee hiring, discipline, termination, and severance;
- Harassment and hostile work environment allegations;
- Workplace policies and procedures;
- Defamation and privacy claims;
- Executive employment agreements;
- Misappropriation of trade secrets and confidential information;
- Non-competition, non-solicitation, and confidentiality agreements;
- State and federal wage-and-hour laws and regulations; and
- Architectural and communication barriers under the Americans with Disabilities Act

Matt also investigates and litigates internet reputation attacks, cyberbullying, and cyberimpersonation claims. He has successfully represented and counselled clients facing challenging online defamation issues and other types of cyberattacks, which often requires the identification of anonymous threats and removal efforts.

Matt's perspective is informed by his broad experience as a business litigator serving clients in the real estate, life sciences, technology, consumer, retail, and hospitality industries. He has represented businesses, emerging companies, developers, investors, property owners, landlords,

tenants, and shareholders in a variety of difficult contract, shareholder, intellectual property, real estate, negligence, and construction disputes.

Accolades

- Lawdragon, Leading 500 Litigators in America, 2025
- *Boston Magazine*, Top Lawyers, Labor and Employment, 2022
- Massachusetts Super Lawyers, 2016-2019
- Massachusetts Super Lawyers Rising Stars, 2013 - 2015

Affiliations

- Greater Boston Chamber of Commerce Public Policy and Government Relations Leadership Council
- Political Asylum/Immigration Representation (PAIR) Project
- International Refugee Assistance Project (IRAP)
- Boston Bar Association
- Rhode Island Bar Association
- Northeast Human Resources Association

Admissions

- Massachusetts
- Rhode Island
- New York

Education

- Boston College Law School (J.D., 2005)
- Tufts University (B.A., 2001)

Representative Matters

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.

Software Company Trade Secrets and Misappropriation

Obtained a rare jury verdict for a software consulting company and key employee, which exonerated those clients from claims of misappropriation of confidential information and trade secrets.

Invalidation of Non-Competition and Non-Solicitation Provisions of an Employment Agreement

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

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.

Misclassification of Independent Contractors

Defended national franchising company against class action alleging misclassification of independent contractors under state law.

Fair Labor Standards Act, Title VII, the Family Medical Leave Act, the Age Discrimination in Employment Act and Parallel State Law Claims

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.

Ongoing Employment Advice

Provides ongoing advice and strategy related to the classification, hiring, discipline and firing of employees, employee rights and responsibilities, employee medical leave, employee handbooks, internal investigations, and daily operational issues.