Employment Litigation



When employers come under attack, they turn to MG+M The Law Firm to safeguard their business interests across a comprehensive range of workplace matters and related legal issues. Our seasoned litigators have represented companies of all sizes across industries in federal and state courts and before administrative agencies. We handle claims related to discrimination, harassment, contract disputes, wrongful termination, civil rights, wage and hour compliance, trade secrets, and non-compete, non-interference, and non-solicitation cases. In addition to private litigation, we handle both government and internal investigations involving alleged wrongdoing in employee relations.

Vigorous defense, individualized strategies

MG+M's extensive experience allows us to quickly assess the claims against you and develop effective strategies to resolve them. We work closely with you to understand your unique business needs and achieve your best resolution—whether it is a speedy, quiet settlement or a decisive victory before a court or administrative agency. Our team has the flexibility and resources to handle individual claims cost-effectively and to scale up for large, complex wage and hour class actions when necessary.

Finding truth and managing risk

The complex relationships and practices at the heart of employment disputes demand constant vigilance and skilled investigation—and MG+M delivers. Clients call on us at the earliest hint of trouble in the ranks to help them find the facts and help them manage risk. We are tireless in pursuit of the truth, bringing our long experience as trial attorneys and government prosecutors to bear in reviewing contracts, interviewing witnesses, and building an accurate picture of events, so you can make informed business decisions.

Real-time advice when you need it and proactive risk avoidance

In employment relationships, critical decisions are often made quickly, without time for full-scale research and investigation. With hundreds of hours logged in court, we are well positioned to provide on-demand advice that reduces litigation risk. To further help you avoid costly litigation, we can work with you to develop or review policies and procedures, conduct discrimination training for employees at all levels, and see around corners to anticipate potential issues in all aspects of the employer-employee relationship. We also coach clients to engage in preventive maintenance when it comes to the overall management of employee relations, bolstering a positive experience for all parties and the common good of the enterprise.

Our team assists in developing employee manuals, personnel policies and other guides that are helpful both in avoiding disputes and providing an affirmative defense should disputes arise. We also help draft all manner of agreements and covenants that cover compensation, severance, non-compete, non-disclosure contracts and other related issues—all designed to protect both the employer and employee when it comes to resolving differences. Additionally, we assist with executive compensation plans, stock options, deferred compensation arrangements, retirement plans for executives, and the administration of employee benefits programs.

Navigating regulatory compliance

The employer-employee relationship is heavily regulated, requiring familiarity with laws such as the Fair Labor Standards Act, the Wage and Hour Act and the Family Medical Leave Act. In addition, OSHA regulations, “right-to-know” laws and numerous governmental bodies set complex standards governing the workplace. MG+M is adept at navigating state and federal laws and regulations and advising on compliance and best practices for day-to-day workplace events such as hirings, terminations, separations, transfers, and other inevitable occurrences.

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Experience

- Obtained summary judgment in Massachusetts Federal Court on behalf of a university in a disability discrimination case brought under Section 504 of the Rehabilitation Act and Title III of the Americans with Disabilities Act, dismissing all claims in the client's favor.
- Represented a national worker's compensation provider handling all employment matters (i.e., discrimination, wrongful termination, and sexual harassment) for the company.
- Defended a regional restaurant chain in Federal criminal and civil investigations related to labor practices.
- Representing a leading custodial, maintenance, and engineering firm in a $25 million contract dispute with a large school district.

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