



Todd & Weld LLP



Employment Law and Litigation

Todd & Weld's Employment Litigation attorneys assess clients' concerns and goals, explore all available strategies and avenues, and develop a plan designed to achieve the most favorable results pre-suit and in litigation.

Todd & Weld's talented employment law attorneys have decades of experience representing employers and employees across all major industries in all facets of their employment relationship. We provide practical advice and find creative, appropriate solutions to employment disputes.

We represent employers in employment discrimination claims, wage and hour cases, including Wage Act cases, noncompetition and trade secrets cases, as well as conduct workplace investigations and develop and implement employment policies and practices. Our clients include biotechnology/life sciences companies, colleges and universities and other educational institutions, financial companies, healthcare companies, insurance agencies, and many different staffing firms, such as IT staffing and locum tenens staffing. We counsel public and private companies, including some of the largest in the world, as well as small start-up companies, mid-sized companies, and non-profits.

We also represent Individual clients turn to us to help them in a wide variety of employment matters, including pursuing claims of job discrimination, harassment, and retaliation, wage and hour violations, negotiating employment agreements, noncompetition and non-solicitation provisions, and severance agreements.

Representing employers and employees rather than just one side or the other deepens our understanding of the nuances of employment litigation and broadens our expertise and knowledge.

Our recent representative results include:

Todd & Weld LLP

- Obtaining a **\$2 million gender bias jury verdict** on behalf of a Boston Police Officer against the Boston Police Department and a former supervisor
- Persuading a Massachusetts Superior Court judge to grant summary judgment to a day spa, defeating a putative class action seeking Sunday premium pay under the Massachusetts Wage Act
- Persuading a Massachusetts Superior Court judge to deny the request of a salesman for a class action arbitration against his former auto dealership employer
- Securing a jury verdict rejecting the associational handicap discrimination claim of a sales employee previously employed by the firm's client
- Obtaining a seven-figure settlement in a Massachusetts Wage Act dispute

Attorneys

- Joseph M. Cacace
- Nicholas B. Carter
- Tyler E. Chapman
- Maria T. Davis
- Megan C. Deluhery
- Matthew S. Furman
- Christopher R. O'Hara
- David H. Rich
- Seth J. Robbins
- Lucia A. Passanisi
- Devon J. Friedfertig
- Elizabeth L. Gardon
- Rachel Hutchinson
- Evan A. Johnson
- Keval D. Kapadia
- Maria A. Lombardi

Areas of Focus

- Discrimination, Harassment, and Retaliation
- Employment Agreements/Separation Agreements/Noncompetition Litigation
- Employment Class Actions
- Internal Workplace Investigations/Employment Counseling
- Labor Arbitration/Discipline and Discharge
- Wage and Hour, Independent Contractor, and Commission Claims

- Whistleblower/Qui Tam Cases

News & Insights

- Christopher O'Hara presents to legal administrators' group on important employment law developments
- Federal court decision sets aside FTC ban on noncompetition agreements
- Federal Trade Commission ban on noncompetition clauses expected to dramatically impact employment agreements
- Christopher O'Hara Chosen by Mass. Lawyers Weekly as a Go-To Employment Lawyer
- Matthew Furman to present on litigating employment law cases
- Joe Cacace quoted in WGBH article on client's effort to clear his name in overtime scandal

Results

- Firm obtains arbitration win for auto dealer involving employee non-solicitation breach
- Firm obtains summary judgment defeating MA Wage Act claim for Sunday premium pay
- Firm defeats summary judgment motion in employment case