

Matthew L. Mitchell

Member

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Matt is the chair of the Firm's Employment Law Group. He is experienced in the broad range of complex laws that affect the relationships between employers and employees, including wage and hour, noncompetition, employee leave, workplace privacy, employee classification, independent contractor, and anti-discrimination laws.

In his practice, Matt is focused on providing practical advice to employers on how they may achieve business goals through the effective management of their workforces. With that perspective, he helps established employers develop, and executed on, employment law compliance strategies that compliment business objectives. Matt also works with new businesses, including foreign businesses entering United States markets, to establish employment "best practices" that are consistent with growth and long-term success goals. He helps employers avoid employee disputes, and also helps employers navigate and defend against such disputes when they arise.

Matt works collaboratively with the Firm's transactional lawyers to advise businesses and institutional investors on employment law compliance and due diligence matters related to capital investments, mergers, business closures, and other business transactions. In addition, he is an experienced litigator, and regularly represents employers before state and federal courts, state administrative boards, and arbitration tribunals.

Matt serves as a trusted advisor to private-sector businesses, educational institutions, start-up and emerging technology companies, and non-profit organizations. He is a frequent presenter and author on employment-related compliance and policy issues.

Affiliations

Massachusetts Bar Association

Boston Bar Association

Education

Cornell Law School, J.D.

Brandeis University, B.A., Phi Beta Kappa; *magna cum laude*

Admissions

Massachusetts Bar

Practice Areas

Claim Defense & Litigation
Counseling & Preventive Practices
Employment
Executive & Professional Representation
Noncompetition
Privacy & Data Security
Startups & Emerging Companies
Venture Capital

Industries

Educational Institutions & Hospitals
Life Sciences
Publishing

Speaking Engagements

Speaker, *Lunch and Learn: Considerations for Managing a Business: from Corporate to Tax to Employment*, Scroobious

Presenter, *Pragmatic Advice for Addressing the Unique Challenges Raised by The Data Protection Landscape*, New England Corporate Counsel Association, Inc.

MA Bar Association: *Paycheck Protection Program Loan Forgiveness Update*

MA Bar Association VIDEO: *Tips to Securing Second Round Paycheck Protection Program (PPP) Funds*

Publications

Massachusetts Employers Commissions Update, Employment Law Alert

Retention Bonuses Are Not Wages Under the MA Wage Act, Employment Law Alert

PFML Exemption Renewals, Employment Law Alert

What You Need to Know About the Massachusetts Pay Transparency Act, Employment Law Alert

Department of Justice Issues Guidance on Unlawful DEI Programs, Employment Law Alert

Client Alert: Federal District Court Vacates Department of Labor Rule Raising Salary Threshold Levels For Overtime Exemptions

'Tis the Season for Handbook Updates

FTC Bans Non-Compete Agreements; Federal Department of Labor Issues New Overtime Exemption Rules

*Find all **COVID-19 resources** here.*

Quoted: *You Got Your Paycheck Protection Program Loan. Now What? Advice From Small-Business Lawyers*, *Forbes*

Massachusetts Paid Family and Medical Leave Update: Department EXTENDS Deadlines for Employee Notice and Private Plan Compliance Obligations

Summer is Coming: Massachusetts Compliance Requirements with Respect to Summer Internship Programs

A Primer to the Massachusetts Paid Family and Medical Leave Law, Employment Law Alert

U.S. Department of Labor Proposes Significant Changes to FLSA Overtime Regulations, Employment Law Alert

Federal District Court Reinstates EEO-1 Pay Data Reporting Requirements (For Now)

Recognition

Joshua A. Guberman Teaching Fellow, Brandeis University, 2017 to the present

Rising Star, Massachusetts Super Lawyers Magazine, 2009-2015