

Catherine Scott

Partner

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Overview

Catherine (Cat) Scott is a litigator and employment lawyer defending and advising employers. Cat helps companies navigate workplace allegations such as employment discrimination, retaliation, wrongful discharge, Family and Medical Leave Act, breach of contract, and wage and hour class actions, among others. In addition to appearing in federal and state courts, Cat regularly appears before government agencies including the Equal Employment Opportunity Commission (EEOC), Massachusetts Commission Against Discrimination (MCAD), Department of Labor, and other state agencies. Cat also provides daily employment advice for in-house counsel and human resource professionals.

Cat is also a labor lawyer, handling collective bargaining and other labor matters, including representing companies in both representation and unfair labor practices proceedings before the National Labor Relations Board. She also represents employers in collective bargaining agreement negotiations. Cat applies her litigation experience to arbitrating labor matters, prevailing in several arbitrations for large clients in the Commonwealth.

Additionally, Cat has particular interest and experience in appellate work involving labor and employment matters, including:

- Successfully briefing and arguing a matter of first impression related to Massachusetts Rules of Civil Procedure 25(a) and 23(d) at the Massachusetts Supreme Judicial Court, and later obtaining dismissal of matter for client in the lower court based on this decision (2022).
- Successfully briefing an issue related to the arbitrability of employment claims at the Massachusetts

Supreme Judicial Court (2022).

- Obtaining reversal of a lower court's order for a high-ranking state government official to sit for a deposition on interlocutory appeal to a Single Justice of the Massachusetts Appeals Court (2023).
- Obtaining reversal of a jury verdict for punitive damages in an age discrimination matter from the Massachusetts Appeals Court (2020).
- Briefing several employment-related *amicus* topics at the Massachusetts Supreme Judicial Court for local bar associations.

With a strong commercial litigation background, Cat is particularly adept at handling dispositive motions, particularly early motions to dismiss and motions for summary judgment. For example, Cat recently obtained summary judgment for a large health care provider in the Commonwealth on claims of national origin discrimination and retaliation. She thrives when addressing complex legal issues at any stage of motion practice.

A practical, business-minded advisor, Cat carefully examines the overall wellness of an organization and its employer-employee relationships to determine the best course of action for resolving conflicts. She enjoys learning the ins and outs of her clients' businesses and working with them to ensure that employment issues can be resolved prior to litigation wherever possible.

The Personal Perspective

Cat went to law school with a background in journalism and a passion for film and screenwriting. She even won a best screenplay award for her senior project at Tufts University! This creative spirit carries over into her legal practice. Not only does Cat love finding innovative solutions to employers' legal problems, she enjoys the aspects of legal writing that allow for inventiveness and originality as a part of everyday legal work.

Awards & Recognition

- Massachusetts Lawyers Weekly Excellence in the Law – Up & Coming, 2022
- *The Best Lawyers in America*®, Labor Law – Management, 2026
- *Best Lawyers: Ones to Watch*® in America, Labor and Employment Law – Management; Litigation – Labor and Employment, 2023–2025
- Super Lawyers – Rising Star, Employment Litigation, Employment & Labor, 2015–2017, 2021 – present

News & Publications

- Catherine Scott and Daniel R. Fishman Published in Boston Bar Journal
- Morgan, Brown & Joy Partner Catherine Scott Co-Chairs Tufts Lawyers Association “Law Day on the Hill” Event
- Morgan, Brown & Joy Partner Catherine Scott to Present MCLE Program, “Proving Employment

Discrimination & Retaliation: Issue-Spotting & Tracking Evidence”

- Morgan, Brown & Joy Announces 19 Attorneys Recognized by 2025 Massachusetts Super Lawyers
- 25 Morgan, Brown & Joy Attorneys Selected for Inclusion in The Best Lawyers in America© 2026 Edition
- CLIENT ALERT: Department of Justice Issues New Guidance Related to Employers’ DEI Programs

Memberships

- Federal Bar Association, Massachusetts Chapter – Chair of Young Lawyers Division (2019-2021); Secretary (2021-2023); Vice President (2023-2024), President (2024-2025); Immediate Past President (2025-2026)
- Federal Bar Association, Labor & Employment Section – Treasurer (2024-2025); Deputy Chair (2025-2026)
- American Bar Association, Litigation Section, Appellate Committee – Sound Advice Subcommittee Chair (2023-2025); Programming Subcommittee Chair (2025-2026)
- Boston Bar Association
- Women’s Bar Association
- Massachusetts Defense Lawyers Association – Board Member (2023-2026)
- Member of Medfield Conservation Commission
- Tufts Lawyers Association – Member of Public Interest and Social Justice Committee (2024-2026); Co-Chair of Law Day on the Hill Planning Committee (2025-2026)

Bar Admissions

- Massachusetts
- Rhode Island

Court Admissions

- United States District Court for the District of Massachusetts
- United States District Court for the District of Rhode Island
- First Circuit Court of Appeals

Education

- Tufts University, B.A., 2011
- Northeastern University School of Law, J.D., 2014