

Jacob Thaler

Associate

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Overview

Jacob (Jack) Thaler counsels employers in labor and employment law matters. His experience spans all angles of employer-employee relationships, advising management on wage and hour laws, breach of contract, severance negotiations, non-competition agreements, discrimination, sexual harassment, and retaliation. He also advises clients on compliance with the Americans with Disabilities Act (ADA) and the Family and Medical Leave Act (FMLA), reviewing and updating employee handbooks and policies to align with the often-shifting employment laws. Clients rely on Jack's defense in litigation before state and federal courts, as well as to handle mediation before administrative agencies. Jack successfully completed the Massachusetts Commission Against Discrimination's (MCAD) certification program for conducting internal complaint investigations.

Prior to joining Morgan, Brown & Joy, Jack gained extensive experience as an employment and business lawyer with a small law firm in southeastern Massachusetts. In this position, he litigated many employment and commercial disputes and also counseled both employees and small business clients on severance agreements and restrictive covenants upon hiring and termination. Jack's well-rounded experience also includes advising small business owners on compliance with state and federal employment laws.

During law school, Jack interned as a Law Student Advocate for Veterans Legal Services (VLS) where he assisted veterans with a variety of legal matters. Jack also volunteered his time and services on a weekly basis throughout law school at the New England Center for Homeless Veterans, where he conducted intake interviews for VLS. Jack also interned in the Northeastern University's Office of the General Counsel and participated in Boston College Law School's Entrepreneurial and Innovation Clinic, advising small businesses on entity formation and compliance with state and federal employment law.

Awards & Recognition

- Super Lawyers – Rising Stars, Employment Litigation, Employment & Labor, 2021 – present
- *Best Lawyers: Ones to Watch® in America*, Labor and Employment Law – Management; Litigation – Labor and Employment, annually since 2023

News & Publications

- 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
- Ryan W. Jaziri and Jack Thaler Published in HR Daily Advisor
- CLIENT ALERT: U.S. Supreme Court Clarifies That Employers Are Not Required to Meet Heightened Standard of Proof to Establish an FLSA Exemption Applies
- Morgan, Brown & Joy Announces 18 Attorneys Recognized by 2024 Massachusetts Super Lawyers
- 25 Morgan, Brown & Joy Attorneys Selected for Inclusion in The Best Lawyers in America© 2025 Edition

Memberships

- Boston Bar Association

Bar Admissions

- Massachusetts

Court Admissions

- United States Districts Court, Massachusetts

Education

- Northeastern University, B.A., magna cum laude, 2013
- Boston College Law School, J.D., 2017