

Maura D. McLaughlin

Partner

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Overview

Maura McLaughlin counsels employers throughout the full life cycle of managing employment relationships. She advises clients on important hiring, discipline and termination decisions, and on best practices for performance management and documentation, which allows for successful defense of these decisions. Clients look to Maura's advice on negotiating reasonable accommodation issues, addressing employee absenteeism and misconduct, and as compliance with wage and hour laws. She also provides practical guidance in connection with the Massachusetts Paid Family and Medical Leave Act, the Family and Medical Leave Act, and other state and federal leave laws that helps employers manage leaves of absence. She drafts and revises employee handbooks, contracts and policies. As a result of her substantial experience with the Massachusetts Equal Pay Act, clients concerned about pay equity in the workplace choose to work with Maura to design and implement wage assessments tailored to the client's workforce size and makeup.

Should concerns of discrimination or harassment arise, Maura aids clients in responding both in internal investigations and in claims made to the Equal Employment Opportunity Commission (EEOC), the Massachusetts Commission Against Discrimination (MCAD) and other state and federal agencies. Clients engage Maura to conduct employee training to raise awareness on the part of employees throughout an organization, including supervisors, managers and directors, about avoidance of unlawful harassment. Maura is a graduate of the MCAD's certified Train-the-Trainer Program for Preventing Workplace Discrimination and Harassment, and has served as a faculty member for this program.

Maura is experienced representing clients in both state and federal courts. Currently a Partner with the firm, Maura has enjoyed a long career at Morgan, Brown & Joy. She first joined the firm as an associate in 1997 through 2003 and then rejoined as Of Counsel in 2011. Prior to rejoining the firm, Maura worked in the Appeals Division of the Criminal Bureau of the Office of the Attorney General of Massachusetts where her practice focused on appeals and civil

rights/constitutional issues. She also served as Deputy Counsel to the Massachusetts Senate and served as a law clerk to the Justices of the Massachusetts Superior Court.

The Personal Perspective

Maura is a gifted speaker and is often invited to be a featured presenter on a wide range of important employment law topics, with organizations such as Massachusetts Continuing Legal Education, Boston Bar Association, MetroWest Human Resource Management Association, Massachusetts Municipal Association and Massachusetts Association of School Personnel Administrators.

News & Publications

- Maura McLaughlin Featured in WBUR Segment on the Massachusetts Equal Pay Act
- Maura D. McLaughlin Authored “3 tips for navigating criminal-history laws when hiring,” Published in Hotel Management Magazine
- CLIENT ALERT: New York Releases Additional Guidance and Training Materials About Employers’ Obligations Under the New Sexual Harassment Law – By Maura D. McLaughlin and Desiree Murphy
- Maura D. McLaughlin Quoted in Massachusetts Lawyers Weekly
- CLIENT ALERT: What Employers Need to Know About the Attorney General’s Guidance on Massachusetts Equal Pay Act – By Tracy Thomas Boland and Maura McLaughlin
- CLIENT ALERT: Massachusetts Pay Equity Act – Attorney General Issues Guidance – By Tracy Thomas Boland and Maura McLaughlin

Community Involvement & Pro Bono

Maura is proud to serve on the Board of Directors of Operation A.B.L.E., an organization dedicated to providing employment and training opportunities to job seekers from economically, racially and occupationally diverse backgrounds.

Memberships

- Massachusetts Bar Association, Employment Law Section
- Boston Bar Association, Labor and Employment Law Section
- Women’s Bar Association

Bar Admissions

- Massachusetts

Court Admissions

- Commonwealth of Massachusetts
- United States District Courts for the district of Massachusetts

- United States District Court for the district of Vermont
- United States District Court for the Eastern District of Wisconsin.
- United States Court of Appeals for the First Circuit
- Supreme Court of the United States

Education

- University of Massachusetts at Amherst , B.A., magna cum laude
- Boston College Law School, J.D., cum laude