

# Rebecca LaPierre

Associate

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## Overview

Rebecca LaPierre counsels employers in labor and employment law matters that relate to the employer-employee relationship. Rebecca advises in-house counsel, human resources professionals and members of management from non-profits, municipalities, and businesses of all sizes. Clients turn to Rebecca for advice on workplace issues and daily business matters such as employee discipline and discharge, leaves of absence, requests for accommodations, employment contracts, and restrictive covenants such as non-competition and non-solicitation agreements. Rebecca also represents clients in cases relating to both state and federal employment laws, including ADA, FMLA, FLSA, wage & hour, sexual harassment, discrimination, whistleblower and retaliation actions. Her experience includes practicing in front of state agencies such as the Massachusetts Commission Against Discrimination (MCAD), the Maine Human Rights Commission (MHRC) and equivalent state agencies. Rebecca also conducts workplace investigations into employee misconduct and allegations of discrimination and harassment in the workplace.

Prior to joining Morgan, Brown & Joy Rebecca was an associate with a mid-size multi-service law firm in Maine, focusing her work in labor, employment and employment based immigration law. While there, she was responsible for advising business of all sizes on employment, labor and immigration matters, including actively following COVID-19 related employment laws and guidance at the state, local and national level. Rebecca regularly counseled businesses on employee vaccinations, quarantine requirements, compliance with workplace safety measures such as masking and social distancing requirements, remote work policies, return to work policies, and COVID-19 related paid and unpaid leaves of absence. Rebecca also initiated a guardianship practice for the firm, representing individuals either subject to or seeking guardianship over incapacitated adults and minors in front of Maine's Probate Courts.

During law school Rebecca represented underprivileged clients as a student attorney in two Legal Aid Clinics, served as the President of the Student Bar Association, and was actively involved in numerous other law school organizations such as the Maine Association for Public Interest Law (MAPL) and the Women's Law Association (WLA). Prior to law school, Rebecca was a Program Manager for a non-profit focusing on workforce development for underprivileged women and achieved a Master's degree focusing on the subject of International Human Rights.

## **News & Publications**

## **Community Involvement & Pro Bono**

- Cumberland Legal Aid Clinic, Portland, ME
  - Former Student attorney General Practice Clinic
  - Former Student attorney Refugee and Human Rights Clinic

## **Bar Admissions**

- Massachusetts
- Maine
- New Hampshire
- Federal District Court, District on Maine

## **Education**

- University of Massachusetts, Boston, B.A., summa cum laude, 2010
- University of Leicester, England, Master of Arts, with merit, Human Rights and Global Ethics, 2013
- University of Maine School of Law, J.D., magna cum laude, 2018