

Service

Labor, Employment and Employee Benefits



2025 WINNER

Time is of the Essence

Oftentimes, employment issues require immediate attention. Business owners, human resources professionals, and other decision makers rely on the kind of responsive client service, practical solutions, and cost-effective representation for which Mirick's Labor, Employment and Employee Benefits Team is known.

From the Client's Perspective

At Mirick, we understand our clients' business goals, culture, and decision-making processes, and address employment matters from the client's perspective with a focus on practicality and efficiency.

Attorneys in Mirick's Labor, Employment and Employee Benefits Group represent private and public employers in all facets of labor and employment law, including:

- Employment Litigation
- Grievance Arbitration

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Related Services

Business Law

Compensation and Employee Benefits

Employment Litigation

Public and Municipal Law

- Collective Bargaining
- Human Resource-Related Advice and Training
- Employee Benefits

Affiliations

- Department of Labor Relations Council
- Labor and Employment Relations Association
- Massachusetts Municipal Association
- Society of Human Resources Professionals

HR-Related Advice and Training

Our clients turn to us for guidance on a broad range of human resource-related issues. We also conduct client training and offer seminars addressing the myriad employment-related issues that HR professionals face. Our HR-related advice and training spans numerous aspects of labor and employment law, including:

- Managing employee discipline
- Administering leaves of absence under the FMLA and ADA
- Conducting reductions in force and layoffs
- Ensuring compliance with the WARN Act in the event of a mass layoff or plant closing
- Implementing effective personnel policies and employee handbooks
- Preventing sexual harassment
- Training supervisors
- Administering affirmative action programs and audits
- Reviewing and advising on wage and hour classification issues and audits
- Reviewing independent contractor classification issues
- Ensuring compliance with OSHA
- Conducting hiring and pre-employment drug testing

Related Industries

Banking & Finance

Cannabis

Construction

Education

Government & Municipalities

Healthcare

Manufacturing

Non-Profit Organizations

Technology

Transportation

- Performing background checks

Our team assists clients in reviewing and drafting:

- Job Applications
- Offer Letters
- Employment Agreements
- Independent Contractor Agreements
- Severance Agreements
- Employee Handbooks
- Restrictive covenants designed to protect the employer's intellectual property (including confidential and proprietary information) and to safeguard against unfair competition or raiding of its customers or employees.

Labor Law

Negotiating Solutions that Work for Both Parties

With a long history of successfully negotiating hundreds of collective bargaining agreements, Mirick's team of labor attorneys represent and counsel unionized employers throughout the negotiation process. In doing so, we have developed credibility with labor unions and are skilled at developing innovative solutions that work well for both parties.

Cost-Effective Representation

Unproductive negotiations can cost companies time and resources, or even worse, workforce strikes. Our approach is to provide cost-effective representation that is in our client's best interest. When a strike is eminent, Mirick's team works with clients to develop strike-contingency planning.

Protecting Your Business

Employers being targeted by organizing drives also turn to Mirick for union avoidance strategies.

At Mirick, we represent clients of all sizes and from myriad of industries, and routinely defend against unfair labor practice charges before the



National Labor Relations Board and the Massachusetts Division of Labor Relations, as well as at arbitration in the public and private sector.

OSHA

Proactive Risk Mitigation Equals Safe Workplaces

As employers, you have the obligation to maintain a healthy and safe workplace.

At Mirick, we provide clients with guidance to enable them to develop and maintain workplace health and safety management programs to address OSHA-related compliance issues.