



## Hayley M. Cotter

Of Counsel

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## Overview

Hayley is Of Counsel in the firm's Labor and Employment Group. Her practice involves all areas of employment law. She primarily helps businesses navigate the complexities of employment law through employment litigation and general human resources advice. Her litigation practice involves the defense of discrimination, harassment, and retaliation claims, as well as claims of breaches of employment agreements, and violations of wage and hour laws. Hayley has also participated in the defense of companies in lawsuits involving claims for wrongful termination, negligent hiring, tortious interference with contract, and other employment-related issues.

Hayley's experience includes negotiating and drafting employment and management agreements, severance and non-competition agreements, and employee manuals for a variety of industries. She also counsels clients on a wide range of legal issues including wage and hour laws, employee classification, and employee discipline.

Prior to joining the firm, Hayley was an associate at Armstrong Teasdale and Bello Welsh. She was also previously an associate at a general practice firm, focusing on civil and appellate litigation.

## Affiliations

- Women's Bar Association
- Massachusetts Bar Association

### Ethan Clark

Legal Support Specialist

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### Education

Case Western Reserve  
University School of Law JD  
Associate Note Editor for Health  
Matrix: Journal of Law-Medicine,  
winner of the Dunmore Moot  
Court Competition  
Boston University BA *cum laude*

### Bar Admissions

Massachusetts  
New York  
U.S. Virgin Islands

### Related Services

Employment Litigation  
Labor, Employment and  
Employee Benefits  
Litigation

## Articles & Speaking Engagements

- [“Ten Things I Know About... Massachusetts Pay Transparency Requirements,”](#) *Worcester Business Journal*, December 1, 2025
- “Massachusetts Wage Transparency Requirements Are Almost Here! Is Your Company Ready?,” Mirick’s Employment Law Seminar, (October 7, 2025)
- [“Upcoming Compliance Dates Under the Massachusetts Pay Transparency Act?,”](#) Mirick Client Alert, January 27, 2025