



## Jonathan R. Sigel

Partner

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## Overview

Jonathan is an experienced employment attorney with a knack for drilling down to the heart of the matter to provide practical approaches and solutions for his clients. He creates space for open dialogue and provides guidance that is aligned with his clients' business cultures and goals.

Employers turn to Jonathan for advice on a broad range of employment matters, including defense of employment discrimination, wrongful termination, and wage and hour claims; creating severance agreements; reviewing and revising employment policies; and advising on terminations and layoffs.

He represents clients in investigations by the Department of Labor and the Massachusetts Office of the Attorney General, the Massachusetts Commission Against Discrimination, and the Equal Employment Opportunity Commission; and the negotiation and litigation of employment and discrimination claims in the state and federal courts.

## Experience

- Advised clients on a broad range of employment issues, including employment, severance and non-competition agreements, and handbooks, policies, terminations, and layoffs
- Successfully represented many employers in the defense of discrimination claims filed with the Massachusetts Commission Against Discrimination and in state and federal courts
- Successfully represented many employers in other employment-

### Victoria DeSouza

Legal Support Specialist

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### Education

Emory University School of Law  
JD (1991)

Bowdoin College BA, *magna cum laude* (1987)

### Bar Admissions

Massachusetts

### Related Services

**Employment Litigation**  
**Labor, Employment and Employee Benefits**

### Related Industries

**Education**  
**Healthcare**  
**Manufacturing**  
**Non-Profit Organizations**  
**Transportation**

related litigation, such as disputes regarding employment contracts and confidentiality and non-competition agreements

- Advised and assisted employers with internal investigations of alleged employee misconduct, including claims of sexual harassment
- Advised employers on wage and hour compliance matters and represented employers during audits by agencies such as the Department of Labor and the Office of the Attorney General
- Provided numerous in-house presentations for clients on harassment prevention and employment law basics for supervisors

## Affiliations

- Jewish Federation's Governing Board, president (2018-2020); chair of 2009 Jewish Federation Campaign; current Board Member
- Worcester Community Action Council, former board member
- Community Legal Aid of Central MA, former board member (2014-2020)
- Corridor 9/495 Regional Chamber of Commerce, former board member (2017-2019)
- Worcester Art Museum, Trustee; chair of the Human Resources Committee; former Board Member

## Awards & Recognitions

- Named a Massachusetts "Super Lawyer" by *Boston* magazine and *Law & Politics* (2009–present)
- Included in *The Best Lawyers in America*® for Employment Law – Management and Litigation – Labor and Employment (2026); recognized in *The Best Lawyers in America*® since 2013
- Named the *Best Lawyers*® Employment Law – Management "Lawyer of the Year" in Westborough (2021, 2023)
- Worcester *Business Journal*'s "40 under Forty" Award from the (2003)
- Jewish Federation of Central Massachusetts' Samuel Seder Young Leadership Award (1998)

## Articles & Speaking Engagements

- "Payment Pitfalls: Ensuring Compliance with Wage & Hour Laws and Avoiding the Most Common Employer Mistakes," Mirick's Employment Law Seminar (October 7, 2025)
- "Document, Document, Document, But Be Careful!," Mirick O'Connell Labor, Employment & Employee Benefits Annual Seminar (October 8, 2024)
- Quoted in "Employer's Guide to Drug Testing in the Workplace," *Technology Advise*, February 15, 2023
- "2023 Changes in Massachusetts Employment Laws" Mirick O'Connell Client Alert, January 5, 2023
- "[Employers Must Remember Their Obligations under the Massachusetts Pregnant Workers Fairness Act](#)," Mirick O'Connell Client Alert, October 27, 2022
- "[MA Employers Must Pay Final Wages or Face Treble Damages](#)," *On Air with Mirick O'Connell* legal podcast (May 6, 2022)
- "[Don't Delay: MA Employers Are Now Strictly Liable for Three Times the Amount of Wages for Late Payments With No Safe Harbor for Paying in Full Prior to Suit!](#)," Mirick O'Connell Client Alert, April 8, 2022
- Quoted in "What benefits are required for summer employees?," *Boston.com*, March 28, 2022
- "[OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard \(ETS\) – Temporarily Blocked](#)," Mirick O'Connell Client Alert, November 8, 2021
- "[Massachusetts Paid Family and Medical Leave](#)," *On Air with Mirick O'Connell* legal podcast (August 16, 2021)
- "[Massachusetts COVID-19 Emergency Paid Sick Leave – Updated Guidance and Resources](#)," Mirick O'Connell Client Alert, June 15, 2021
- "[Massachusetts COVID-19 Emergency Paid Sick Leave – Employer Guidance](#)," Mirick O'Connell Client Alert, June 2, 2021
- "[Paid Family Medical Leave: Are We Having Fun Yet?](#)," Mirick O'Connell Employment Law Webinar (April 29, 2021)
- "[DOL Publishes Model Notices for COBRA Subsidies](#)," Mirick O'Connell

Client Alert, April 9, 2021

- “[PFML Certification Form for a Serious Health Condition](#),” Mirick O’Connell Labor, Employment and Employee Benefits Law Blog, December 2020
- “[Are You Prepared for the Massachusetts Paid Family Medical Leave Law?](#),” Mirick O’Connell Webinar (December 3, 2020)
- Quoted in “Time Theft: How SMBs Can Detect and Control it,” Zenefits.com, November 30, 2020
- “Paid FMLA Updates,” Corridor Nine Webinar (October 15, 2020)
- “[Massachusetts Independent Contractor Law](#),” *On Air with Mirick O’Connell* legal podcast (July 27, 2020)
- “[United States Supreme Court Issues Historic Decision Protecting LGBT Workers from Employment Discrimination](#),” Mirick O’Connell Client Alert, June 18, 2020
- “[Returning to the Workplace after COVID-19 Quarantine](#),” *On Air with Mirick O’Connell* legal podcast (May 12, 2020)
- “Families First Coronavirus Response Act,” ePay Webinar (March 27, 2020)
- “Employment Law Developments,” 16th Annual In-House Counsel Seminar, Massachusetts Bar Association (panelist) (January 31, 2019)
- “Wage and Hour Litigation on the Rise: How Can You Avoid It?” Mirick O’Connell Labor, Employment and Employee Benefits Annual Seminar (April 2019)
- “What Can Be Done to Prevent Workplace Violence & Avoid Liability?,” Workplace Violence Seminar, Starkweather & Shepley Insurance (May 2019)
- “[MA Paid Family and Medical Leave Act](#),” Mirick O’Connell Labor, Employment and Employee Benefits Law Blog, July 2019
- “[One on One: Jonathan Sigel, labor and employment partner at Mirick, O’Connell, DeMallie & Lougee](#),” *Telegram & Gazette*, July 1, 2018
- “[Could You be Liable for the Sins of Your Staffing Agency?](#),” Mirick O’Connell Labor, Employment and Employee Benefits Law Blog, July 2016
- Quoted in “New OT Rules Force Small Businesses to Make Hard

Choices," Associated Press, May 2016

- Quoted in "[Employers and Workers Grapple with Laws Allowing Marijuana Use](#)," *ABA Journal*, December 2015
- "[New Forms Required for Background Checks Under the Fair Credit Reporting Act](#)," Mirick O'Connell Client Alert, January 16, 2013
- "[The New Medical Marijuana Law: Must Massachusetts Employers Now Make Exceptions to Their Policies on Illegal Drug Use?](#)," Mirick O'Connell Client Alert, December 18, 2012
- "[Two Cases Remind Us of the Importance of Harassment Training](#)," Mirick O'Connell Client Alert, September 7, 2012
- "[Beware: Increasing Regulatory Scrutiny of Employee/Independent Contract Misclassification](#)," Mirick O'Connell Client Alert, October 6, 2011