

# 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.

## Experience

- Obtained summary judgment in favor of employer arising from employee's violation of underlying covenant not to compete.
- Represented a city in arbitration involving the termination of

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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**

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employee, resulting in award upholding the termination and denying the grievance.

- Successfully defended against claim alleging violation of the Massachusetts Paid Family and Medical Leave Act, resulting in dismissal due to untimeliness.
- Obtained dismissal of claims for breach of contract, intentional infliction of emotional distress, and failure to hire against university defendant, as well as dismissal of two defendants for lack of subject matter jurisdiction.
- Represented employer against complaint seeking judicial review of decision denying unemployment benefits, resulting in judgment affirming underlying denial.
- Represented hotel employer in preliminary hearing on appeal of claim alleging retaliation and discrimination based on sex, race, and color, resulting in decision affirming determination of lack of probable cause.
- Represented employer on motion for preliminary injunction concerning enforceability of noncompete agreement, resulting in order enjoining employee from engaging in competition and solicitation.
- Obtained summary judgment in favor of biopharmaceutical client on complaint by former employee alleging violation of Massachusetts Wage Act and breach of contract.

## Affiliations

- Women's Bar Association
- Massachusetts Bar Association
- U.S. Virgin Islands Bar Association

## Awards & Recognitions

- 2027 Best Lawyers in America®
- Women's Bar Association of Massachusetts 2023 Women's Leadership Initiative

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# Articles & Speaking Engagements

- "Beyond the Basics: Intermittent Leave, Post-Leave Discipline, and Other Complex Issues Arising Under the Massachusetts PFMLA," Mirick's Employment Law Seminar, (October 8, 2026)
- "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
- 2024 Mirick Annual Employment Law Seminar: "Navigating the Current and Future Landscape of Non-Competes, Pay Transparency, and Other Significant Employment Law Developments" – October 8, 2024

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