# Massiel L. Sanchez

Associate

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## Overview

Employers rely on Massiel for her zealous advocacy and practical advice in all areas of labor and employment law. Massiel vigorously defends public and private employers against claims of discrimination, harassment, retaliation, wrongful termination, and wage payment violations. She regularly appears in federal and state courts, as well as before the Massachusetts Commission Against Discrimination (MCAD) and the Equal Employment Opportunity Commission (EEOC).

Massiel also advises employers on day-to-day labor and employment issues to ensure compliance with employment regulations and laws. Massiel conducts internal workplace investigations and advises employers on hiring and terminations, leaves of absence, and disciplinary matters. She also prepares employment agreements, severance agreements, employee handbooks, and workplace policies.

Massiel also counsels and represents employers with collective bargaining issues, including negotiations, grievances, and arbitrations, as well as defends employers against unfair labor practice charges before the Massachusetts Department of Labor Relations (DLR) and the National Labor Relations Board (NLRB).

In 2024, *Boston* magazine and *Law & Politics* named Massiel a Massachusetts “Rising Star.”

Massiel is fluent in Spanish and admitted to practice in Massachusetts and Maine.

Prior to joining Mirick, Massiel was an associate at Peabody & Arnold LLP and Wilson Elser Moskowitz Edelman & Dicker, LLP.

**Debra Magliano**
**Legal Support Specialist**
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### Education

**New England School of Law JD (2017)**

**Florida State University BS (2013)**

### Bar Admissions

**Massachusetts**

**Maine**

**U.S. District Court for Massachusetts**

**U.S. District Court for Maine**

### Related Services

**Business Litigation**

**Employment Litigation**

**Labor, Employment and Employee Benefits**

**Litigation**

### Related Industries

**Education**

**Healthcare**

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## Awards & Recognitions

- Named a Massachusetts "Rising Star" by *Boston* magazine and *Law & Politics* (2024-2025)

## Articles & Speaking Engagements

- "DEI on Trial: Recent Developments in Employment Litigation," Boston Bar Association program (January 30, 2026)
- "Charting Your Legal Future", Boston Lawyers Group (October 8, 2025)
- "Conducting Workplace Investigations: What Employers Need to Know," Mirick's Employment Law Seminar (October 7, 2025)
- "Artificial Intelligence in the Workplace," Mirick's Employment Law Seminar (October 2024)
- "Artificial Intelligence in the Workplace," 21st Annual In-House Counsel Conference: Winds of Change for In-House Counsel (January 25, 2024)
- "Reasonable Accommodations under the Americans with Disabilities Act and Massachusetts Law," Mirick O'Connell Labor, Employment and Employee Benefits Annual Seminar (May 4, 2023)
- Public Education Legal Update: "School District Did Not Violate Teacher's Religious Rights After Teacher Refused to Follow District's Transgender Name Policy," Mirick O'Connell Client Alert, April 19, 2023
- Public Education Legal Update: "Public School Did Not Violate Parents' Constitutional Rights When School Staff Spoke To Their Children About Gender Identity," Mirick O'Connell Client Alert, January 19, 2023
- Labor, Employment and Employee Benefits Legal Update: "The NLRB Pendulum Swings Back: Employers Face Increased Liability for Damages, While It's Once Again Easier for Smaller Worker Groups to Organize," Mirick O'Connell Client Alert, December 16, 2022
- Labor, Employment and Employee Benefits Legal Updates: "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

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