

# Sydney E. Straub

Associate

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## Overview

Sydney joined the firm in 2024 as an associate in the Labor, Employment and Employee Benefits Group. Her practice focuses on all facets of labor and employment law for both public and private employers.

Sydney guides clients as they navigate all stages of the employment relationship from initial hire to separation. She advises employers on a wide range of day-to-day employment issues such as discipline, leaves of absence, and other accommodations to ensure compliance with applicable state and federal law. She has experience representing employers in a variety of forums, including at due process hearings, termination arbitrations, and the Massachusetts Commission Against Discrimination (MCAD). In addition, she prepares employee handbooks, personnel policies, and employment agreements of all types.

Sydney also has experience representing clients in collective bargaining matters, including both initial and successor contract negotiations, navigating the grievance and arbitration process, and defending against unfair labor practice charges before the Massachusetts Department of Labor Relations (DLR) and the National Labor Relations Board (NLRB).

Prior to joining the Firm, Sydney worked as a Summer Associate at Mound Cotton Wollan & Greengrass LLP in New York where she worked on various civil litigation matters including insurance coverage, construction disputes, and medical malpractice claims. She has previous experience as a student attorney at the Health Justice Practicum in Boston working in partnership with Boston Medical Center's Project RESPECT, and as a Legal Intern for the Office of the General Counsel at UMass Memorial Medical Center. While in law school, Sydney served as an

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### Education

**Boston University School of Law, Juris Doctor**

**University of California Los Angeles, BA Political Science**

### Bar Admissions

**Massachusetts**

### Related Services

**Employment Litigation**

**Labor, Employment and Employee Benefits**

**Public and Municipal Law**

### Related Industries

**Education**

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editor for the Boston University Law Review, and sat on its Board as an Article Editor during her second year. In 2024, Sydney and her team placed first in the national Health Law Regulatory & Compliance Competition at the University of Maryland Penn Carey School of Law.

## Articles & Speaking Engagements

- "Drawing the Line: Sexual Harassment in the Workplace," Mirick's Employment Law Seminar (October 8, 2026)
- "Massachusetts Jury Returns First PFML Retaliation Verdict in Favor of Plaintiff," Mirick Client Alert, May 27, 2026
- "Conducting Workplace Investigations: What Employers Need to Know," Mirick's Employment Law Seminar (October 7, 2025)
- "Federal Court Vacates Trump Administration's Diversity Guidance," Mirick Client Alert, September 3, 2025
- "SCOTUS Requires Opt-Out Opportunity for Parents based on Religious Objection to Curriculum," Mirick Client Alert, July 8, 2025
- "Mass Appeals Court: Attorney-Client Privilege Applies to Town Emails, Despite Open Meeting Law Violation," Mirick Client Alert, April 11, 2025
- "First Circuit Affirms School's Policy of Respecting Students' Gender Identity in Challenge from Parents," Mirick Client Alert, February 25, 2025
- "Upcoming Compliance Dates Under the Massachusetts Pay Transparency Act," Mirick Client Alert, January 27, 2025
- "Education Law Update: Title IX Final Rule Vacated by Kentucky District Court," Mirick Client Alert, January 17, 2025

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