

Corey F. Higgins

Partner

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Overview

Clients rely on Corey's practical approach to employment-related issues. As a seasoned labor and employment attorney, he represents both private- and public-sector employers from various industries with collective bargaining, grievance arbitration, filing and defending against unfair labor practices, employment discrimination, restrictive covenants and non-disclosure agreements, unemployment appeals and various other employment-related issues.

Corey also routinely counsels employers about the application of various Massachusetts and federal employment laws, including the Family and Medical Leave Act (FMLA), the Massachusetts Paid Family and Medical Leave (PFML) law, the Massachusetts Earned Sick Time (EST) Law, the Massachusetts Parental Leave Act, the Fair Labor Standards Act (FLSA), the Worker Adjustment and Retraining Notification Act (WARN), the Massachusetts Plant Closing Law, the Massachusetts Independent Contractor law, and numerous other federal and state wage and hour laws.

Experience

- Represented employers in enforcement and defense of non-competition and non-solicitation agreements
- Represented employers in collective bargaining negotiations and grievance arbitrations
- Represented employers before the Commonwealth's Department of

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Education

Villanova University School of Law JD (2002)

Lafayette College AB (1999)

Bar Admissions

Massachusetts

Pennsylvania

U.S. District Court for Massachusetts

U.S. District Court for the Eastern District of Pennsylvania

Related Services

Labor, Employment and Employee Benefits

Public and Municipal Law

Related Industries

Education

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Unemployment Assistance in matters concerning claims for unemployment filed by former employees

- Represented employers before the Commonwealth's Department of Labor Relations in prosecution of unfair labor practices committed by unions and in defense of charges of prohibited practice filed by unions
- Represented employers before the Commonwealth's Joint Labor-Management Committee (JLMC) concerning collective bargaining disputes between municipalities and their respective police and fire unions
- Represented employers before the Massachusetts Commission Against Discrimination and in state and federal courts in defense of charges of protected class discrimination
- Represented a school district in defense of a grievance filed by a union alleging the school district's violation of a collective bargaining agreement by changing employee shift assignments
- Regularly advises employers on matters relating to use of social media in the workplace
- Routinely advises employers on Massachusetts Paid Family and Medical Leave law, Massachusetts Earned Sick Time Law, and various other leave laws
- Advises employers on marijuana use in the workplace

Affiliations

- Worcester Regional Chamber of Commerce Board of Directors (2025-2029)
- American Bar Association, Labor and Employment Law Section
- Massachusetts Bar Association, Labor and Employment Law Section, PFML Regulations Subcommittee, chair
- Worcester County Bar Association, Labor and Employment Law Section, past co-chair
- Community Legal Aid of Central MA, Board member, Access to Justice Committee
- North Central MA Chamber of Commerce, Human Resources Council member

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Awards & Recognitions

- Named a Massachusetts "Rising Star" by *Boston* magazine and *Law & Politics* (2008-2012)
- Selected by the *Worcester Business Journal* as one of "40 under Forty" professionals honored for their professional excellence and community service (2013)
- Corey is also an alumnus of the Leadership Worcester class of 2015-2016

Articles & Speaking Engagements

- "Labor & Employment Law Update," North Central Massachusetts Chamber of Commerce Human Resources Council (November 10, 2026)
- "Employment Agreement Overview," Small Town Administrators of Massachusetts (STAM) (October 29, 2026)
- "Complying with State and Federal Wage and Hour Laws, Pay Transparency, and the Overtime Credit under the One Big Beautiful Bill Act," Mirick's Employment Law Seminar (October 8, 2026)
- "Labor & Employment Law Update," North Central Massachusetts Chamber of Commerce Human Resources Council (November 12, 2025)
- "Massachusetts SJC Rules Retention Bonuses Do Not Qualify as Wages Under MA Wage Act," Mirick Client Alert, October 30, 2025
- "Navigating Discrimination, Harassment, and Retaliation Claims in Today's Legal Landscape," Mirick's Employment Law Seminar (October 7, 2025)
- "City of Newton's Involuntary Transfer of Police Sergeant was an Adverse Employment Action for Purposes of Retaliation," Mirick Client Alert, June 10, 2025
- "EEOC Issues Fact Sheet Identifying Potential Ways "Wearables" in the Workplace Can Implicate Federal Anti-Discrimination Laws," Mirick O'Connell Client Alert, December 27, 2024
- "Employer Obligations Under the MA Paid Family Medical Leave Law,"

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Mirick O'Connell Client Alert, November 25, 2024

- "Overtime Protections Expanded for Millions of Workers," Mirick O'Connell Client Alert, April 25, 2024
- Labor, Employment and Employee Benefits Legal Update: "Dartmouth College Men's Basketball Team Held to Be Employees of Institution and Allowed to Unionize," Mirick O'Connell Client Alert, February 12, 2024
- Labor, Employment and Employee Benefits Legal Update: "All Employees Now Permitted to 'Top Off' Benefits Under Massachusetts Paid Family and Medical Leave Law; New Contribution Rates and Weekly Benefit Amounts Set to Take Effect January 1, 2024," Mirick O'Connell Client Alert, November 21, 2023
- "Effectively Navigating the Massachusetts Paid Family and Medical Leave Act," Mirick O'Connell Labor, Employment and Employee Benefits Annual Seminar (May 4, 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
- Charter Schools Legal Update: "Scope of Supreme Court Decision Allowing Coach to Pray on Field Limited," Mirick O'Connell Client Alert, June 29, 2022
- Public Education Legal Update: "Scope of Supreme Court Decision Allowing Coach to Pray on Field Limited," Mirick O'Connell Client Alert, June 29, 2022
- "Massachusetts "POST" Commission Enjoined From Requiring Police Officers to Answer Certain Questions on New Questionnaire relating to Police Officer Recertification," Mirick O'Connell Client Alert, June 29, 2022
- "How to Navigate Mental Health Issues under the ADA," Massachusetts Associations of School Business Officials (May 18, 2022) (co-presenter)
- "Massachusetts Legislature Enacts School Anti-Lunch Shaming Law," Mirick O'Connell Client Alert, December 2, 2021
- "What Employers Need to Know About President Biden's 'Path Out of the Pandemic' COVID-19 Action Plan," Mirick O'Connell Labor,

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Employment and Employee Benefits Law Blog, September 17, 2021

- "What Employers Need to Know About President Biden's 'Path Out of the Pandemic' COVID-19 Action Plan," Mirick O'Connell Client Alert, September 14, 2021
- "Paid Family Medical Leave: Are We Having Fun Yet?" Mirick O'Connell Employment Law Webinar (April 29, 2021)
- "Navigating the PFML Act," North Central Massachusetts Chamber of Commerce, Human Resources Council (January 20, 2021)
- "Paid Family and Medical Leave is Right Around the Corner!," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, December 10, 2020
- "Massachusetts' Paid Family & Medical Leave Act," Mirick O'Connell Webinar (December 3, 2020) (co-presenter)
- "Paid Family Medical Leave Act Update," North Central Massachusetts Chamber of Commerce, Human Resources Council (September 22, 2020)
- "S. Department of Labor Issues Final Rule About How to Calculate 'Rate of Pay' Under Fair Labor Standards Act," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, December 19, 2019
- "A Friendly Reminder about Veterans' Rights to Time Off for the Upcoming Veterans Day Holiday under the Massachusetts BRAVE Act," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, November 6, 2019
- "U.S. Supreme Court Deals Blow to Public Sector Unions in Janus v. AFSCME – Holds Agency Fees May Not Be Charged to Nonconsenting Public Sector Employees," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, June 27, 2018
- "Do Your COBRA Notices Comply with the Law? If Not, Your Organization Could be Susceptible to a Class Action Lawsuit," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, September 6, 2017
- What Does the Trump Administration Mean for Employers? North Central Massachusetts Chamber of Commerce, Human Resources Council (January 18, 2017) (co-presenter)
- "USCIS Issues Updated Form I-9," Mirick O'Connell Labor, Employment

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and Employee Benefits Law Blog, November 22, 2016

- "A Review of the U.S. Department of Labor's Overtime Final Rule, A Reminder About Massachusetts Minimum Wage, and An Update on the New Transgender Law," North Central Massachusetts Chamber of Commerce, Human Resources Council (November 16, 2016) (co-presenter)
- "Employers Take Notice: New OSHA Recordings and reporting Occupational Injuries and Illnesses Regulations Taking Effect on August 10, 2016 and January 1, 2017, Respectively," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, August 4, 2016
- "A Review of the U.S. Department of Labor's new Overtime Final Rule and Its Affect on the Workplace," North Central Massachusetts Chamber of Commerce, Human Resources Council (June 15, 2016)
- "Update on Transgender Issues, Medical Marijuana in the Workplace, and the Massachusetts Earned Sick Time Law, North Central Massachusetts Chamber of Commerce, Human Resources Council (June 3, 2016)
- "What Every Employer Should Know About OSHA," Mirick O'Connell Labor, Employment and Employee Benefits Seminar (April 2016) (co-presenter)
- "Gender Identity, Transgender Status, and Diversity: The Latest Frontier in Today's Workforce," *HRMA Perspectives*, February 2016

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