



## Amanda Marie Baer

Partner

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### Overview

Amanda is a Partner in the [Labor, Employment and Employee Benefits Group](#), and a successful employment litigator and counselor. Amanda zealously defends employers in all stages of [litigation](#) before state and federal agencies and courts. Her practice focuses on defending companies, institutions, and individuals against all types of claims of discrimination (including alleged failures to accommodate), harassment, and retaliation. She also prosecutes and defends claims regarding trade secrets and restrictive covenant agreements.

Employers also rely on Amanda's responsiveness and counsel in employment-related crises and for day-to-day human resources matters.

She enjoys working closely with employers to develop handbooks, policies, and procedures; prepare employment-related agreements, including severance agreements; and conduct manager-level trainings, including sexual and protected class harassment trainings, to ensure compliance with employment laws.

Given her experience, Amanda is regularly sought after to conduct independent workplace investigations into allegations of discrimination, harassment, and retaliation. Amanda is a member of the [Association of Workplace Investigators](#).

Amanda represents clients across a broad range of [industries](#), with a particular focus on [healthcare](#), [technology](#), and [education](#). Her clients include, but are not limited to, hospitals, physician groups, colleges, Fortune 100 and Fortune 400 companies, [manufacturers](#), retailers, and insurance companies.

### Ethan Clark

Legal Support Specialist

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### Education

Georgetown University JD, *magna cum laude* (2011), Order of the Coif, Executive Senior Editor, Georgetown Journal of International Law (2011)

Providence College BA, *summa cum laude* (2008)

### Bar Admissions

Massachusetts

Connecticut

U.S. District Court for Massachusetts

U.S. District Court for Connecticut

U.S. Court of Appeals for the First Circuit

U.S. Supreme Court

### Related Services

Employment Litigation

Labor, Employment and Employee Benefits

Litigation

Amanda is proud to have been named to the Bench-Bar Committee of the [Business Litigation Session of the Massachusetts Superior Court](#).

A *magna cum laude* graduate from Georgetown University Law Center, Amanda was honored with CALI Awards (given to the highest scoring student) in five classes and named to the Order of the Coif.

## Experience

- Secured a directed verdict in federal Court for an employer on a former employee's claim of disability discrimination
- Represented employer as second chair during 16-day trial in the U.S. District Court for the District of Massachusetts and successfully secured a directed verdict at the close of evidence on former employee's claim of "regarded as" disability discrimination
- Obtained summary judgment in Business Litigation Session for employer on an issue of first impression as to whether former employees were owed premium pay for hours worked on Sundays
- Obtained summary judgment for employer on claim of race discrimination in the U.S. District Court for the District of Massachusetts and secured sanctions against Plaintiff for discovery delays
- Secured summary judgment for employer on former employee's claim of breach of contract and breach of the implied covenant of good faith and fair dealing, by establishing that the Employment Agreement was unenforceable due to the former employee's misrepresentations and omissions
- Successfully obtained a preliminary injunction under the federal Defend Trade Secrets Act to protect an employer's trade secret and confidential information when an employee surreptitiously removed documents and a laptop from the company
- Obtained permanent injunction on behalf of employer to prevent former employee from continuing to breach his employment agreement and circulate confidential images of the employer's products

## Affiliations

- [American Bar Association](#)
- [Federal Bar Association](#)
- [Massachusetts Bar Association](#)
- Bench-Bar Committee of the [Business Litigation Session of the Massachusetts Superior Court](#)
- Massachusetts Bar Association, In-House Counsel Conference
- [YWCA of Central Massachusetts](#), Personnel Committee

## Awards & Recognitions

- *Best Lawyers: Ones to Watch in America*™ for her work in Employee Benefits (ERISA) Law, Labor and Employment Law – Management and Litigation – Labor and Employment (2025, 2024)
- Named a Massachusetts “Super Lawyer” by *Boston* magazine and *Law & Politics* (2022 – present); Massachusetts “Rising Star” (2013-2021)
- Selected by the *Worcester Business Journal* as one of the “40 Under Forty” professionals honored for their professional achievements and community service (2016)

## Articles & Speaking Engagements

- “[Employment Law Updates](#),” Massachusetts Bar Association In-House Counsel Conference (January 29, 2026)
- “[What Employers Need to Know About How to Track and Report Qualified Overtime Compensation](#),” Mirick Client Alert, January 13, 2026
- Leave Laws Under the FMLA, Massachusetts PFMLA, the ADA & Other Massachusetts Laws, Mirick’s Employment Law Seminar (October 7, 2025)
- “[What Employers Need to Know About the One Big Beautiful Bill](#),” Mirick Client Alert, July 11, 2025
- “[EEOC Publishes Guidance Regarding DEI-Related Discrimination](#),” Mirick O’Connell Client Alert, April 1, 2025

- “Artificial Intelligence in the Workplace,” Mirick’s Employment Law Seminar (October 8, 2024)
- “Artificial Intelligence in the Workplace,” 21st Annual In-House Counsel Conference: Winds of Change for In-House Counsel (January 25, 2024) (panelist)
- “Best Practices in Conducting Workplace Investigations,” Mirick O’Connell Labor, Employment and Employee Benefits Annual Seminar (May 4, 2023)
- “Balancing the Multiple Roles of In-House Counsel,” Massachusetts Bar Association In-House Counsel Conference (January 26, 2023) (panelist)
- Quoted in “Should employers cut sick pay for the unvaccinated?,” *UNLEASH*, January 27, 2022
- “Avoiding Traps for the Unwary,” Massachusetts Bar Association In-House Counsel Conference (January 27, 2022) (panelist)
- [“Court Lifts Stay on OSHA’s Emergency Temporary Standard Regarding COVID-19, OSHA Exercising Discretion in Enforcing the ETS Until January 10,”](#) Mirick O’Connell Client Alert, December 20, 2021
- “All Things COVID-19,” Boston Bar Association 2021 Employment Law Conference (November 18, 2021) (speaker)
- [“EEOC Recognizes ‘Long COVID’ as a Disability,”](#) Mirick O’Connell Labor, Employment and Employee Benefits Law Blog, September 17, 2021
- Quoted in “The Dotted Line: How to Navigate Vaccine Mandates,” *ConstructionProNet*, August 31, 2021
- Quoted in “5 Issues Every Organization Should Consider in Planning Their Return to Work,” *Ragan’s Workplace Wellness Insider*, July 26, 2021
- “Maximizing your Remote Stenography and Videography Services Now and Post-Pandemic,” Worcester County Bar Association (June 9, 2021)
- “Back to the Office: What Employers and Employees Can Expect with a Return to Work,” Spectrum News 1 interview (May 25, 2021)
- Quoted in “Can Small Businesses Require COVID Vaccines in the Workplace?,” *Workest by Zenefits*, May 21, 2021
- [“COVID-19 and Masks: Should Employers Continue to Require Masks in](#)

- [the Workplace?](#)," Mirick O'Connell Client Alert, May 14, 2021
- "Return to the Office: COVID-19 Impacts; The Employer's Role in Vaccinations," Massachusetts High Technology Council Webinar (May 7, 2021)
  - "[Should Employers Mandate Vaccinations and Mandate Remote Workers to Return to Working on Site?](#)" Mirick O'Connell Employment Law Webinar (March 30, 2021)
  - "[American Rescue Plan Act and FFCRA](#)," *On Air with Mirick O'Connell* legal podcast (March 2021)
  - "The New (Not So) Normal," Massachusetts Bar Association In-House Counsel Conference (January 28, 2021) (panelist)
  - Quoted in "Why Many Employers Want to Make COVID-19 Vaccines Mandatory," January 26, 2021
  - "[Massachusetts Commission Against Discrimination Claims](#)" *On Air with Mirick O'Connell* legal podcast (January 2021)
  - "[COVID-19 Related Updates for Massachusetts Employers](#)," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, December 23, 2020
  - "[Remembering RBC: Her Life and Legacy](#)," *On Air with Mirick O'Connell* legal podcast (November 2020)
  - "Paid FMLA Updates," Corridor Nine Webinar (October 15, 2020)
  - "[Employers Must Ensure Compliance with the Families First Coronavirus Response Act as they Re-Open and Recall Employees from Furlough](#)," Mirick O'Connell Labor, Employment and Employee Benefits Law Blog, July 28, 2020
  - "Resilience & Reopening – Key COVID Updates for HR," HRMA (May 20, 2020) (presenter)
  - "[Reopening Massachusetts – What Employers Need to Know About Phase 1: Start](#)," Mirick O'Connell Webinar (May 21, 2020)
  - "[Returning to Work: Considerations for Employers Resuming On-Site Operations During the COVID-19 Pandemic?](#)," Mirick O'Connell Client Alert, May 14, 2020
  - "[Families First Coronavirus Response Act, Emergency Family and Medical Leave Expansion Act, Emergency Paid Sick Leave Act, with](#)

- [Updates from the DOL's Q&As and Regulations,](#)" Mirick O'Connell Webinar (April 6, 2020)
- "[Recent COVID-19 Legislation Provides Payroll Tax Relief to Employers,](#)" Mirick O'Connell Client Alert, April 1, 2020
  - "[COVID-19 Emergency Sick Leave Act,](#)" *On Air with Mirick O'Connell* legal podcast (March 25, 2020)
  - "[UPDATE: Families First Coronavirus Response Act,](#)" Mirick O'Connell Webinar (March 2020)
  - "[Governor Baker Recommends Legislation to Address Challenges Caused by School Closures,](#)" Mirick O'Connell Client Alert, March 2020
  - "Brave New World of Noncompetition Agreements in Massachusetts," Mirick O'Connell Labor, Employment and Employee Benefits Seminar (2019)
  - "Everything You Need to Know About Sexual Harassment," National Association of Women in Construction (2018) (presenter)
  - Quoted in "Steps to Prevent Workplace Harassment," *Builder Magazine*, January 2018
  - "One on One: Amanda Marie Baer," *Worcester Telegram & Gazette*, August 2017
  - "A Changing Landscape – The Evolution of How We Communicate in Professional Context, and the Rapid Growth of Social Media," MCLE (2017) (keynote presenter)
  - "[Companies Determine Practices When Marijuana Becomes Legal in Massachusetts,](#)" WCVB Interview (November 2016)
  - Quoted in "[4 Questions About the 'Robust' Massachusetts Pay Law, Answered,](#)" *HR Dive*, August 2016
  - Quoted in "[New Mass. Pay Equity Law Prohibits Salary-History Questions,](#)" *SHRM*, August 2016
  - Quoted in "[Massachusetts Makes Asking About Salary History a Thing of the Past,](#)" *US News & World Report*, August 2016
  - Quoted in "[How Massachusetts' New Pay Law Will Help Close the Gender Wage Gap \(and How it Won't\),](#)" *Fast Company*, August 2016
  - Quoted in "[This Popular Interview Question is Now Illegal in Massachusetts,](#)" , August 2016



- Quoted in "[Job Interviewers Can't Ask this Question in Massachusetts Anymore](#)," *Huffington Post*, August 2016