

ATTORNEY BIOGRAPHY



Hayley M. Cotter

Of Counsel

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Legal Administrative Assistant

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Practice Groups and Specialty Areas

Labor, Employment and Employee Benefits

Employment Litigation

Human Resource-Related Advice and

Training

Labor Law

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 HR 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.

Publications/Presentations

- "In-House Counsel as Strategic and Legal Advisor," Massachusetts Bar Association In-House Counsel Conference (January 30, 2025) (panelist)
- "[Upcoming Compliance Dates Under the Massachusetts Pay Transparency Act?](#)," Mirick O'Connell Client Alert, January 27, 2025

Education

JD, Case Western Reserve University
School of Law, Associate Note Editor for
Health Matrix: Journal of Law-Medicine,
winner of the Dunmore Moot Court
Competition
BA, *cum laude*, Boston University

Bar and Court Admissions

Massachusetts

New York

U.S. Virgin Islands

Professional/Community Affiliations

Women's Bar Association

Massachusetts Bar Association