

PARTNER

Shannon M. Lynch

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PRACTICE AREAS

Employment Law

Employment Advice & Compliance

Employment Investigations & Audits

Employment Litigation & Dispute Resolution

Workforce Training

Litigation & Dispute Resolution

Business Litigation

EDUCATION

J.D., Boston College Law School, 1995

B.A., *cum laude*, University of Notre Dame, 1992

ADMISSIONS

Massachusetts

Supreme Court of the United States

U.S. Court of Appeals for the First Circuit

U.S. District Court, District of Massachusetts

OVERVIEW

Shannon Lynch is an experienced employment law attorney whose practice includes employment litigation, compliance counseling, workforce training, and investigations.

Shannon has successfully defended employers against claims brought in federal and state courts and agencies involving discrimination, harassment, retaliation, wrongful termination, wage and hour laws, and the FMLA and other state leave laws. She also has experience litigating and advising companies on noncompetition, nonsolicitation, and nondisclosure agreements.

In addition to resolving disputes through litigation, arbitration, and mediation, Shannon partners with executives, Human Resources professionals, and in house counsel to provide practical compliance assistance to effectively address employment law challenges and the organization's unique business needs and goals. She advises companies on all phases of the employment relationship including strategies for hiring and background checks, compensation practices, performance management and discipline, leaves of absence and reasonable accommodation requests, workplace investigations, and employee terminations.

Shannon negotiates and drafts employment agreements (including executive employment, restrictive covenant, and severance agreements), leveraging her litigation experience to identify and resolve issues before they become potentially costly disputes. She regularly represents and defends employers in audits and investigations by federal and state agencies. Shannon also has substantial experience drafting multistate employee handbooks.

A graduate of the MCAD Certified Train-the-Trainer Program for Preventing Harassment and Discrimination in the Workplace, Shannon offers training for

AFFILIATIONS

Member, Association of Workplace Investigators

Member, Boston Bar Association

Labor and Employment Steering Committee Member, Boston Bar Association (2017-2022)

Co-Chair Recently Elected Partners Forum, Boston Bar Association (2014-2017)

executives, managers, and employees on workplace issues such as discrimination and harassment prevention, litigation avoidance, and FMLA and state leave law compliance.

Shannon has led numerous sensitive workplace investigations stemming from employee complaints such as harassment, discrimination, retaliation, and bullying.

She also works with executives on employment mobility and transition strategies, including negotiating employment offers, restrictive covenant agreements, and severance agreements.

EXPERIENCE

- Successfully defended restaurant in wage-and-hour class action based on allegations of meal break and overtime violations
- Obtained summary judgment, dismissing pregnancy and disability discrimination claims brought against media transport equipment startup
- Obtained summary judgment, dismissing discrimination and retaliation claims brought by *pro se* plaintiff against multinational financial services company
- Conducted investigation of harassment and bullying claims against senior executive of a tech startup
- Conducted investigation of harassment and sexual assault claims brought by restaurant cashier against chef
- Counseled national financial services company through reduction-in-force across numerous states
- Successfully defended large transportation company in wage-and-hour investigation by the Commonwealth of Massachusetts, Office of the Attorney General relating to earned sick time and overtime
- Boston Bar Association, *Navigating Massachusetts Paid Family and Medical Leave: One Year Later*, March 4, 2022
- Boston Bar Association, *Navigating Leave Management under the Massachusetts Paid Family and Medical Leave Act*, December 2, 2021
- Boston Bar Association, *How Startups and Emerging Growth Companies are Navigating Employment and Business Law Challenges in 2020*, March 9, 2020
- REBA, *What Real Estate Lawyers (and their Clients) Need to Know About the Massachusetts Paid Family and Medical Leave*, September 12, 2019
- Boston Bar Association, *#MeToo and Recent Discrimination Cases*, October 25, 2018

HONORS

- Recognized in the 2018 through 2025 editions of The Best Lawyers in America® for work in labor and employment litigation
- Selected for inclusion in the 2011, and 2013 through 2024 editions of Massachusetts Super Lawyers for her work in labor and employment and the defense of employment litigation
- Named to Massachusetts Rising Stars list in 2007, 2008, and 2010
- MCAD Train-the-Trainer for Preventing Harassment and Discrimination in the Workplace Certificate, 2003