

Education

- Northeastern University, JD
- Tufts University, BA, *Magna Cum Laude*

Practices & Industries

- Labor & Employment
- Commercial Litigation & Complex Trials

Admitted to Practice

- Massachusetts
- Rhode Island

Court Admissions

- US Court of Appeals for the First Circuit
- US District Court for the District of Massachusetts
- US District Court for the District of Rhode Island

Biography

Cat is a labor and employment attorney who advises employers, in-house counsel, and human resources professionals on workplace compliance, employee relations, labor relations, and employment disputes. She helps clients investigate and address workplace issues before they escalate and provides tailored training, counseling, and risk-management strategies.

When litigation arises, Catherine draws on her extensive experience to develop solutions aligned with her clients' legal and business objectives. She represents employers in state and federal courts and before administrative agencies, including the Equal Employment Opportunity Commission (EEOC), Massachusetts Commission Against Discrimination (MCAD), and Department of Labor (DOL). She handles a broad range of matters, including employment discrimination, retaliation, wrongful discharge, Family and Medical Leave Act (FMLA), breach of contract, and wage and hour claims.

Additionally, Cat counsels employers on labor relations matters, including collective bargaining, union issues, National Labor Relations Board (NLRB) proceedings, and labor arbitrations.

Bar Associations

- Federal Bar Association, Massachusetts Chapter, Former Young Lawyers Division Chair, Secretary, Vice President, and President; Current Immediate Past President
- Federal Bar Association, Labor & Employment Section, Former Treasurer; Current Deputy Chair
- American Bar Association, Litigation Section, Appellate Committee, Current Vice-Chair
- Boston Bar Association

Selected Memberships & Affiliations

- Barclay Damon's Women's Forum
- Massachusetts Defense Lawyers Association, Former Board Member
- Tufts Lawyers Association, Public Interest and Social Justice Committee, Member; Law Day on the Hill Planning Committee, Co-Chair

Representative Experience

- Represented the Massachusetts Defense Lawyers Association as amicus counsel in *Miele v. Foundation Medicine, Inc.*, a precedent-setting Massachusetts Supreme Judicial Court case concerning the enforceability of forfeiture clauses and the scope of the Massachusetts Noncompetition Agreement Act. The court's decision clarified that non-solicitation agreements and related forfeiture provisions fall outside the act's coverage.
- Represented the Massachusetts Defense Lawyers Association as amicus counsel in *Patel v. 7-Eleven, Inc.*, a landmark Massachusetts Supreme Judicial Court case addressing independent contractor classification in the franchise context. The court ultimately held that 7-Eleven franchisees were properly classified as independent contractors rather than employees, providing important guidance for franchisors under Massachusetts law.
- Obtained summary judgment for a large health care provider in Massachusetts on claims of national origin discrimination and retaliation.
- Obtained reversal of a lower court's order for a high-ranking state government official to sit for a deposition on interlocutory appeal to a single justice of the Massachusetts Appeals Court.
- Successfully briefed and argued a matter of first impression related to Massachusetts Rules of Civil Procedure 25(a) and 23(d) at the Massachusetts Supreme Judicial Court and later obtained dismissal of the matter for the client in the lower court based on this decision.
- Successfully briefed an issue related to the arbitrability of employment claims at the Massachusetts Supreme Judicial Court.
- Obtained reversal of a jury verdict for punitive damages in an age discrimination matter from the Massachusetts Appeals Court.
- Second-chaired the negotiation of the first collective bargaining agreement for a non-tenure-track faculty unit.
- First-chaired the renewal of a collective bargaining agreement for a national health care organization.

- Represented a health care organization in multiple successful labor arbitrations.

Prior Experience

- Morgan, Brown & Joy, LLP, Partner
- Freeman Mathis & Gary LLP, Associate
- Peabody & Arnold LLP, Associate
- Massachusetts Appeals Court, Judge Cynthia Cohen, Clerk

Selected Community Activities

- Medfield Conservation Commission, Member

Selected Honors

- Doyle's Guide, Recommended Leading Employment Lawyer (Employer Representation), 2026
- *The Best Lawyers in America*®: Labor Law – Management, 2026
- Selected to *Super Lawyers* Massachusetts Rising Stars: Employment Litigation, Employment & Labor, 2015–2017, 2021–2026
- *Best Lawyers: Ones to Watch*® in America: Labor and Employment Law – Management; Litigation – Labor and Employment, 2023–2025
- *Massachusetts Lawyers Weekly*, Excellence in the Law – Up & Coming, 2022

Selected Speaking Engagements

- Tufts Lawyers Association, “Law Day on the Hill,” Event Co-Chair; “Paths of Purpose: Careers in Public Interest Law,” Panel Moderator; “Dobbs and Reproductive Rights: A Global Perspective”
- Massachusetts Continuing Legal Education, “Providing Employment Discrimination & Retaliation: Issue-Spotting & Tracking Evidence”; “How Key Case Decisions Have Changed the Practice and Developments to Watch for in 2023”; “Social Media Through the Employment Law Lens”
- Federal Bar Association Massachusetts Chapter, Annual Judicial Reception, President's Remarks
- Tufts Alumni Association Webinar, “Affirmative Action Under Siege?: Potential Impacts & Paths Forward”
- Boston Bar Association CLE Webinar, “Keeping Up With the Wage Act”

Selected Media

- Employment Law Alliance, *Employment Matters*, “Employer Rights, Risks, and Obligations in the Modern Age of Social Media”; “Protecting Your Business: Non-Solicitation Agreements in Massachusetts” Vlog
- *Boston Bar Journal*, “Employer Rights, Risks, and Obligations in the Modern Age of Social Media”
- *Massachusetts Lawyers Weekly*, “Decision Prompts Debate Over Vitality of Equal Pay Act Precedent”; “Bar Sees Balance in SJC’s Ruling in 7-Eleven Case”; “Wholesaler’s Inside Sales Reps Entitled to Overtime”; “Flight Attendant Can’t Sue Delta Over Sexual Assault”
- Law360, “What Mass. Attys Will Be Watching in the 2nd Half of 2024”; “Employer Tips Following EEOC Caregiver Bias Updates”
- Society of Human Resources, “Take Time to Plan Out Your Workplace Investigation Interviews”