

ATTORNEY BIOGRAPHY



Nicholas Anastasopoulos

Partner

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Practice Groups and Specialty Areas

Labor, Employment and Employee Benefits

Labor Law

Employment Litigation

Human Resource-Related Training

Education Law

Public and Municipal Law

Nick is a member of the Firm's Labor, Employment and Employee Benefits Group and former chair of the Higher Education Group. His practice includes traditional private- and public-sector labor law, litigation of employment disputes, and counseling on labor, employment and human resource matters. While maintaining a diverse practice, he has developed a significant emphasis on labor relations. Nick regularly counsels clients on traditional labor issues, including election campaigns, complex contract formation disputes, grievance adjustment and arbitration, unfair labor charges, strikes, picketing, and other work stoppage issues and reduction-in-force planning. Nick has negotiated over 175 collective bargaining agreements and successfully represented public sector/public safety clients at the JLMC. He has appeared before numerous state and federal agencies including the National Labor Relations Board, the Massachusetts Division of Labor Relations, the Equal Employment Opportunity Commission, Massachusetts Commission Against Discrimination and the Occupational Safety and Health Administration.

In 2017 and in 2018, *Human Resource Executive Magazine* and *Lawdragon* have recognized Nick as being one of the "Top 20 Lawyers in Traditional Labor & Employment Law." *Boston* magazine and *Law & Politics* have recognized Nick as one of Massachusetts "Super Lawyers" every year since 2013 and a Massachusetts "Rising Star" from 2006 to 2010. He was also selected by the *Worcester Business Journal* as one of the "40 Under Forty" young professionals honored for their professional achievements and community service.

Prior to joining the Firm, Nick was labor counsel for the City of Boston and an Assistant District Attorney in Suffolk County.

Representative Matters

- Represented a municipality in a \$4 million arbitration related to health insurance premium contribution for unionized employees
- Represented a higher education institution in a complex union recognition dispute
- Successfully represented City in obtaining permanent stay of arbitration based upon unenforceable "Evergreen" clause
- Successfully negotiated sweeping municipality-wide plan design changes through informal coalition bargaining, including school unions
- Developed strategies for a health care center during picketing and work stoppage

Education

JD, New England School of Law (1996)

BS, Northeastern University (1993)

Bar and Court Admissions

Massachusetts

U.S. District Court for Massachusetts

U.S. Court of Appeals for the First Circuit

Professional/Community Affiliations

Department of Labor Relations Advisory Council, chair, re-appointed by Governor Baker

National Association of College and University Attorneys

Labor and Employment Relations Association, Board Member

Town of Sherborn, Personnel Board, Chair

Massachusetts Education and Career Opportunities, Inc., Board of Directors

Massachusetts Municipal Association, Personnel and Labor Relations Policy Committee

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Representative Matters (continued)

- Successfully guided a service-industry client during union organizing, including defending related unfair labor charges, and card-check election
- Defended an unfair labor charge related to a municipality's decision to lay off police officers
- Co-represented an employer and union in union duty of fair representation litigation in federal court

Publications/Presentations

- [“NLRB General Counsel Expresses Views on Non-Competes Violating the NLRA,”](#) Mirick O’Connell Client Alert, June 6, 2023
- “The National Labor Relations Board Strikes Back: Examining the Latest Developments & Trends Under the Biden Administration,” 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
- Quoted in “Labor’s long fight in Worcester,” *Worcester Business Journal*, May 30, 2022
- [Charter Schools Legal Update: “Don’t Delay: MA Employers Are Now Strictly Liable for Three Times the Amount of Wages for Late Payments With No Safe Harbor for Paying in Full Prior to Suit,”](#) Mirick O’Connell Client Alert, April 8, 2022
- [Charter Schools Legal Update: “Remote Public Meetings Authorized Through July 15, 2022,”](#) Mirick O’Connell Client Alert, February 22, 2022
- [Labor, Employment and Employee Benefits Legal Update: “OSHA’s COVID-19 Vaccination and Testing Emergency Temporary Standard \(ETS\) – Temporarily Blocked,”](#) Mirick O’Connell Client Alert, November 8, 2021
- [“Handling Public Comment and Public Records Requests in Light of Critical Race Theory, COVID-19 and Other Contentious Issues,”](#) Mirick O’Connell Client Alert, October 14, 2021
- “OSHA Emergency Temporary Standard,” Mirick O’Connell Employment Law Webinar (August 5, 2021)
- [“COVID-19 Mandates in the Workplace,”](#) Mirick O’Connell Client Alert, April 21, 2021
- [“Board of Elementary and Secondary Education Adopts Emergency Regulations Addressing Student Learning Time,”](#) Mirick O’Connell Client Alert, December 18, 2020
- [“How Do Business Owners Protect Themselves, Their Employees and Clients as Businesses Start to Reopen?,”](#) *On Air with Mirick O’Connell* legal podcast (June 19, 2020)
- [“COVID-19: OSHA’s Updated Guidance - Face Masks in the Workplace,”](#) Mirick O’Connell Client Alert, June 18, 2020
- [“Update on COVID-19 Workplace Health and Safety Enforcement by OSHA and the Massachusetts Attorney General,”](#) Mirick O’Connell Client Alert, May 22, 2020
- [“Employer-Union Relations During COVID-19,”](#) *On Air with Mirick O’Connell* legal podcast (April 7, 2020)
- “National Labor Relations Board Ends 2019 by Overturning Multiple Obama-Era Labor Decisions,” *GGI Insider*, March 2020
- [Labor, Employment and Employee Benefits Legal Update: “OSHA Increases Penalties and Reminds Employers to Post OSHA 300A Summary of Injuries,”](#) Mirick O’Connell Client Alert, January 29, 2020