

ATTORNEY BIOGRAPHY



Massiel L. Sanchez

Associate

Tel: 508.768.0733 | **Fax:** 508.983.6280 | **Email:** msanchez@mirickoconnell.com

Westborough Office:

1800 West Park Drive | Suite 400 | Westborough | MA | 01581-3926

Legal Administrative Assistant

Debra M. Magliano

Tel: 508.860.1456 | Email: dmagliano@mirickoconnell.com

Education

JD, New England Law | Boston (2017)

BS, Florida State University (2013)

Bar and Court Admissions

Massachusetts

Maine

U.S. District Court for Massachusetts

U.S. District Court for Maine

Practice Groups and Specialty Areas

Labor, Employment and Employee Benefits

Employment Litigation

Human Resource-Related Advice and Training

Massiel is an associate in the firm's Labor, Employment and Employee Benefits Group. She represents public and private employers in federal and state courts, as well as before the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission. Massiel advises and represents corporations and their executives on employment-related issues, including in the defense of discrimination, harassment, and retaliation claims; wrongful termination claims; wage payment claims; internal investigations; and employee relations matters. She also advises on policy and regulatory changes and prepares employment agreements, severance agreements, employee handbooks, and workplace policies.

Massiel is fluent in Spanish and admitted to practice in Massachusetts and Maine.

Prior to joining Mirick O'Connell, Massiel was an associate at Peabody & Arnold LLP and Wilson Elser Moskowitz Edelman & Dicker, LLP.

Publications/Presentations

- "Artificial Intelligence in the Workplace," 21st Annual In-House Counsel Conference: Winds of Change for In-House Counsel (January 25, 2024) (panelist)
- "Reasonable Accommodations under the Americans with Disabilities Act and Massachusetts Law," Mirick O'Connell Labor, Employment and Employee Benefits Annual Seminar (May 4, 2023)
- Public Education Legal Update: "[School District Did Not Violate Teacher's Religious Rights After Teacher Refused to Follow District's Transgender Name Policy.](#)" Mirick O'Connell Client Alert, April 19, 2023
- Public Education Legal Update: "[Public School Did Not Violate Parents' Constitutional Rights When School Staff Spoke To Their Children About Gender Identity.](#)" Mirick O'Connell Client Alert, January 19, 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
- Labor, Employment and Employee Benefits Legal Updates: "[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