

## ATTORNEY BIOGRAPHY



### Brian M. Casaceli

Associate

**Tel:** 508.860.1478 | **Fax:** 508.983.6295 | **Email:** [bcasaceli@mirickoconnell.com](mailto:bcasaceli@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](mailto:dmagliano@mirickoconnell.com)

### Practice Group(s) and Specialty Area(s)

Labor, Employment and Employee Benefits

### Education

JD, *summa cum laude*, Suffolk University Law School (2014), Lindsay R. Breed Bankruptcy Book Award (2014), Distinguished Oral Advocate (2012), Distinguished Brief (2012)

BA, *magna cum laude*, Stonehill College (2011)

### Bar and Court Admissions

Massachusetts

U.S. District Court for Massachusetts

U.S. Bankruptcy Court, District of Massachusetts

### Professional/Community Affiliations

Worcester County Bar Association, Labor and Employment Section, co-chair

MetroWest Chamber of Commerce, Board of Directors, member

Brian is an associate in the Labor & Employment practice group at Mirick O'Connell. Brian focuses his practice on representing employers in federal and state courts in Massachusetts, as well as before the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission in defense of claims of discrimination, sexual harassment, wrongful termination, breach of contract, and wage payment violations. Brian also represents employers in wage and hour investigations by the U.S. Department of Labor and the Massachusetts Attorney General, and in unfair labor practice proceedings before the National Labor Relations Board. Brian further counsels employers on day to day employee issues, and has experience drafting employer handbooks and other employer policies.

In 2020, Brian was selected by the *Worcester Business Journal* as one of "40 under Forty" professionals honored for their professional excellence and community service.

### Publications/Presentations

- "The New (Not So) Normal," Massachusetts Bar Association In-House Counsel Conference, (January 28, 2021) (panelist)
- "Federal Court in New York Strikes Down Parts of the Department of Labor's Regulations Interpreting the Families First Coronavirus Response Act," Mirick O'Connell Client Alert, August 5, 2020
- "Do You Have Questions about Reopening Your Business?" MetroWest Chamber of Commerce Virtual Meeting, July 15, 2020 (panelist)
- "Reopening your Business/Building while Minimizing the Risk of becoming a COVID-19 Hot Spot," *On Air with Mirick O'Connell* legal podcast, June 9, 2020
- "Returning to Work: Considerations for Employers Resuming On-Site Operations During the COVID-19 Pandemic?," Mirick O'Connell Client Alert, May 14, 2020
- "Key Issues to Consider When Bringing Employees Back to Work," Milford Area Chamber of Commerce Q&A Session, May 13, 2020
- "COVID-19's Impact on the Workplace: Emergency Paid Sick Leave and Emergency Family Medical Leave," Mass Brewers Guild Blog, April 2020
- "COVID-19's Impact on the Workplace: What's the Difference between a Layoff and a Furlough?," Mirick O'Connell Client Alert, April 22, 2020
- "COVID-19's Impact on the Workplace: What's the Difference between a Layoff and a Furlough?," Mass Brewers Guild Blog, April 2020

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### Publications/Presentations (continued)

- “COVID-19 Emergency FMLA and Families First Coronavirus Response Act,” *On Air with Mirick O’Connell* legal podcast, March 31, 2020
- “Families First Coronavirus Response Act,” ePay Webinar, March 27, 2020
- “National Labor Relations Board Ends 2019 by Overturning Multiple Obama-Era Labor Decisions,” *GGI Insider*, March 2020
- “Department of Homeland Security Relaxes Standards for Verifying Work Authorization,” Mirick O’Connell Client Alert, March 24, 2020
- “The Coronavirus and Its Impact on the Workplace: Part II,” Mirick O’Connell COVID-19 Legal Updates Client Alert, March 18, 2020
- “The Coronavirus and Its Impact on the Workplace,” Mirick O’Connell Client Alert, March 11, 2020
- Moderator, “Massachusetts Against Discrimination’s New Procedural Regulations,” Worcester County Bar Association, March 9, 2020
- Moderator, “The Massachusetts Noncompetition Act-15 Months Later,” Worcester County Bar Association, January 6, 2020
- “Selected Case Investigation Techniques,” Massachusetts Discovery Practice (MCLE), co-author, April 2019
- “Department of Labor Releases Proposed Rule to Increase Minimum Salary Threshold for Overtime Exemption” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, March 2019
- “Coming to a Workplace Near You: New Fair Labor Standards Act Overtime Regulations Appear Imminent,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, January 2019
- “Governor Baker Signs Noncompetition Bill Into Law,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, August 2018
- “Governor Baker Signs ‘Grand Bargain’ Bill Creating Paid Family and Medical Leave and Raising Minimum Wage,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, July 2018
- “NLRB General Counsel Releases Updated Guidance on Employee Handbook Rules,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, June 2018
- “Massachusetts Ban-The-Box Law Undergoes an Update,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, May 2018
- “Attorney General’s Office Releases Guidance Interpreting an Act to Establish Pay Equity,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, March 2018
- “EEOC Releases 2017 Enforcement & Litigation Statistics,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, January 2018
- “Weingarten Rights Do Not Apply to Non-Union Employees,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, May 2017
- “EEOC Publishes Proposed Guidance on Unlawful Employee Harassment,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, April 2017
- “EEOC Releases 2016 Enforcement & Litigation Statistics,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, January 2017
- “Is Your Company’s Social Media Policy Compliant with NLRA?,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, September 2016
- “NLRB Rules Student Teaching Assistants and Research Assistants May Unionize,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, August 2016
- “The Trade Secrets Act: A Federal Remedy for the Misappropriation of Trade Secrets,” Off The Clock: Mirick O’Connell’s Labor, Employment and Employee Benefits Law Blog, May 2016
- Losing A Chance To Survive: An Examination Of The Loss Of Chance Doctrine Within The Context Of A Wrongful Death Action, 9 J. Health & Biomedical L. 521 (2014)

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### Publications/Presentations (continued)

- The Defend Trade Secrets Act: A Federal Remedy for the Misappropriation of Trade Secrets
- NLRB Rules Student Teaching Assistants and Research Assistants May Unionize
- Is Your Company's Social Media Policy Compliant with the NLRA?
- EEOC Releases 2016 Enforcement and Litigation Statistics
- An Overview of the Recently Enacted Massachusetts Pay Equity Act, HRMA