

## ATTORNEY BIOGRAPHY



### Sharon P. Siegel

Of Counsel

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### Legal Administrative Assistant

Debra M. Ostrander

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### Practice Groups and Specialty Areas

Labor, Employment and Employee Benefits  
Human Resource-Related Advice and Training  
Labor Law and Collective Bargaining  
Education Law  
Charter School Law  
Municipal Law

### Education

JD, University of Maine School of Law (1993)

BA, College of the Holy Cross (1987)

### Bar and Court Admissions

Massachusetts

U.S. District Court for Massachusetts

### Professional/Community Affiliations

Massachusetts Council of School Attorneys

National School Boards Association Council of School Attorneys

American Bar Association

Massachusetts Bar Association

Worcester County Bar Association, Labor and Employment Law Section; co-chair, Labor and Employment Law Section 2006-2007

Sharon is of counsel in the firm's Labor, Employment and Employee Benefits Group. She advises private and public sector employers on a broad range of human-resource related issues, including the hiring and termination of employees, leaves of absence, workplace investigations and disciplinary matters. She counsels management-side clients on Massachusetts and federal employment laws, including the Fair Labor Standards Act, the Family and Medical Leave Act, the Americans With Disabilities Act and Massachusetts wage and hour laws, to ensure legal compliance in the handling of their personnel matters. Sharon's practice also includes drafting job applications, offer letters, employee handbooks and personnel policies, as well as employment agreements and severance agreements.

Sharon has particular expertise in the area of collective bargaining and has successfully negotiated many contracts with unions representing police officers, firefighters, teachers and other public sector bargaining unit employees. She represents clients through the grievance and arbitration process and defends them against unfair labor practice charges before the Massachusetts Department of Labor Relations.

In addition, Sharon is a member of the firm's Public Education Law Group. She advises school districts on education-related matters, including student discipline, student handbooks and student records, as well as on personnel issues unique to public schools, including the non-renewal of teachers without professional teacher status. She also provides school committees advice on general governance issues, including compliance with the Open Meeting Law and executive session requirements, the state conflict of interest law, and the public records law. Sharon is a member of the Massachusetts Council of School Attorneys and the National School Boards Association Council of School Attorneys.

### Representative Matters

- Represented clients in wage and hour investigations by Attorney General's Office
- Successfully defended municipality at Department of Labor Relations against unfair labor practice charge by police union alleging failure to bargain in good faith
- Obtained lack of probable cause finding from MCAD against police officer's claim of discrimination based on disability and military status
- Obtained dismissal from Department of Labor Relations of unfair labor practice charge by union alleging school district denied employee access to union representation during investigatory process
- Obtained dismissal from MCAD of claim by teacher alleging discrimination on basis of age
- Represented school districts in investigations by US Department of Education, Office of Civil Rights against allegations of discrimination on basis of disability

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### Representative Matters (cont.)

- Oversaw Title IX complaint and investigation process for public school client.
- Conducted workplace investigations involving allegations of employee misconduct
- Negotiated numerous collective bargaining agreements on behalf of public sector clients
- Represented public sector clients in employee termination hearings
- Represented public and private sector clients in protracted negotiations involving employee separations

### Publications/Presentations

Sharon has given presentations on the Fair Labor Standards Act, employer record keeping and retention, the contingent workforce, conducting investigations in the workplace, vicarious employer liability for unlawful harassment by supervisors, employee handbooks, the hiring and firing process, privacy in the workplace, discipline of teachers and other school personnel, and student discipline.

- [“OCR Issues New Fact Sheet on Diversity, Equity and Inclusion Activities Under Title VI of the Civil Rights Act of 1964,”](#) Mirick O’Connell Client Alert, February 8, 2023
- [“Recent Court Decision Clarifies the Massachusetts Independent Contractor Law Does Not Apply to Public Employers,”](#) Mirick O’Connell Client Alert, September 26, 2022
- [“Recent Federal Court Case Changes Rules on Authority Over Voluntary Transfers,”](#) Mirick O’Connell Client Alert, June 21, 2022
- [“U.S. Department of Education Announces Timeline for Revisions to Title IX Regulations,”](#) Mirick O’Connell Client Alert, December 14, 2021
- [“Juneteenth and the School Year Calendar,”](#) Mirick O’Connell Client Alert, May 4, 2021
- “The Next Phase in the COVID-19 Battle for School Districts: Budget Cuts, Furloughs, Layoffs and Collective Bargaining,” Mirick O’Connell Client Alert, May 15, 2020
- “Extended Closure due to COVID-19 Raises Multiple Issues for Schools,” Mirick O’Connell Client Alert, March 30, 2020
- "U.S. Department of Labor Reminds Employers: Military Service Counts toward FMLA Eligibility"
- "Employer Obligations With Respect to Military Leave"
- "Non-Union Employees' Rights at Investigatory Interviews"
- "Investigating Complaints of Sexual Harassment in the Workplace"
- "Recent Amendments to the Massachusetts Wage Enforcement Laws"
- "The New EEO-1 Reporting Requirements and Their Impact on Data Collection by Employers"
- "Same-Sex Marriage and What It Means for Employers in Massachusetts"
- "Burden of Proof Shifts to Employers in Age Discrimination Cases"