

ELLEN J. MESSING
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TEACHING
MA EXPERIENCE

BOSTON UNIVERSITY SCHOOL OF LAW, Boston,
(1982-1991)

Lecturer in Law. Design and teach Trial Advocacy course incorporating examination of ethical issues affecting trial lawyers into curriculum focused on acquisition of advocacy skills. Teaching method centers on use of simulation exercises and written problem analyses in areas of criminal law, commercial law, contracts and torts.

Clinical Instructor. Taught and team-taught seminars in trial skills, negotiations, and client counseling; supervised law students representing indigent clients in housing and government benefits cases; represented law student tenant plaintiffs in class action which successfully challenged arbitrary discrimination in rentals.

NORTHEASTERN UNIVERSITY SCHOOL OF LAW, Boston, MA
(1985- 1988)

Lecturer in Law. Designed and taught Evidence course incorporating simulation approach for summer 1986 and 1987 quarters.

Designed and taught Civil Trial Practice course similar to Boston University Trial Advocacy course.

UNIVERSITY OF MICHIGAN, Ann Arbor, MI (1980-1982)

Clinical Instructor. Researched, drafted and edited teaching manuals on substantive law and practice methods in areas of civil commitment, housing and domestic relations; redesigned clinic's program of civil commitment representation to systematize pretrial investigation, increase use of expert testimony, and incorporate social science perspectives; taught and team-taught seminars in advocacy and negotiation skills; supervised law students representing indigent clients in civil and criminal cases.

Litigation Attorney, Institute of Gerontology. Researched, drafted and

edited teaching manuals on legal, ethical and gerontological issues in the representation of older clients and on systems of legal services delivery;

designed and presented legal seminars to practitioners and related professionals in Michigan, Illinois, Ohio, Minnesota, Missouri and Nebraska; provided co-counseling and technical assistance to attorneys in major litigation; lectured and led discussions for large audiences (50-100 trainees) on legal/gerontological topics.

EDUCATION

BOSTON UNIVERSITY SCHOOL OF LAW, J.D. 1977 (Honors)

Class Standing: top 6% (19/329)

Honors and Activities

Recipient, "Faculty Award for Exceptional Dedication to the Ideals of Community Service," 1977

Book Award for highest grade in Administrative Law, 1976

Founder and editor-in-chief, PHASE II REPORTER, publication analyzing legal issues in school desegregation for attorneys, educators and parents, 1975-77

HARVARD UNIVERSITY, A.B. 1973 cum laude

National Merit Scholar
Dean's List each term

PUBLICATIONS

"Employment Contracts: An Employee Perspective," in Massachusetts Continuing Legal Education, Drafting Employment Documents in Massachusetts, 1999, 2002, 2008, 2009, 2013, 2015, 2023

"Bulwer and Verdrager: The SJC Speaks Out On Pretext in Employment Discrimination Cases"

"Drafting Severance Documents: A Plaintiff's Attorney's Perspective," with Weliky, J.S., in Massachusetts Continuing Legal Education, Drafting Employment Documents in Massachusetts, 2002, 2007, 2013, 2014, 2016, 2020

"'1st look' at What the Verdrager Case Means for Employee Self-Help Discovery," with Martin J. Newhouse, in Massachusetts Continuing Legal Education Webinar, How to Use Employer Information Ethically, 2016

“Verdrager v. Mintz Levin: The SJC Establishes Standards for Protected Self-Help Discovery in Aid of Anti-Discrimination Claims in Massachusetts,” with Martin J. Newhouse, in Boston Bar Journal, Case Focus, 2016

“Negotiating Executive Employment Agreements on Behalf of the Employee,” in Massachusetts Bar Association Employment Law Conference, 2016

“Effectively Combating Retaliatory Counterclaims and Countersuits,” in National Employment Lawyers Association Reining In Retaliation and Winning Whistleblower Cases Seminar, 2016

“Discrimination Law Update,” in Massachusetts Continuing Legal Education Employment Law Conference, 2015

“Maintaining Professional Boundaries in Dealing with Difficult Clients,” in National Employment Lawyers Association Convention, 2015

“The Relationship Between the Americans with Disabilities Act, Massachusetts Handicap Discrimination Law, and the Massachusetts Workers’ Compensation Act, with Weliky, J.S., in Massachusetts Continuing Legal Education, Workers’ Compensation Practice in Massachusetts, 1996, 2000, 2014, 2012

“Mediation: Dos and Don’ts from the Experts,” in National Employment Lawyers Association, Annual Convention Program Materials, 2014

“How to Use Employer Information Ethically” (Update), with Marshall, D.J., in National Employment Lawyers Association, Fall Seminar Program Materials, 2013

“Annotated Written Discovery In A Non-Selection Case,” with Donnelly, C.J., in National Employment Lawyers Association, Annual Convention Program Materials, 2013

“How to Use Employer Information Ethically,” with Marshall, D.J., in Metropolitan Washington Employment Lawyers Association, Annual Conference Materials, 2013

“Dodd-Frank’s Anti-Retaliation and Whistleblower-Bounty Provisions,” in Massachusetts Continuing Legal Education, 15th Annual Employment Law Conference Materials, 2012

“Fitness for Duty Evaluations – A Legal Perspective,” with Burress, J.W. and Lewis, B.E., in New England College of Occupational and Environmental Medicine, Annual Conference Program Materials, 2012

“NELA’s Initial Draft Proposed Protocols Compared With The Final Version Issued By The Federal Judicial Center,” with Donnelly, C.J., in National Employment Lawyers Association, Annual Convention Program Materials, 2012

“Ethical Issues Arising Between Plaintiffs’ Attorneys and Clients in the Mediation and Settlement Process,” with Seltzer, D.L., in National Employment Lawyers Association, Spring Seminar Program Materials, 2012

“Arbitration Megatrends – A Perspective From The Northeast,” with Rudavsky, D.C., in American Bar Association Section of Labor and Employment Law, Annual Conference Program Materials, 2011

“Two Issues In Attorneys Fee Agreements: Mixed Hourly/Contingent Agreements, And Calculation Of Contingent Percentage,” with Seltzer, D.L., in National Employment Lawyers Association, Annual Convention Program Materials, 2011

“Survey Of State Laws On Propriety And Disclosure To Client Of Attorney Referral Fees,” with Seltzer, D.L., in National Employment Lawyers Association, Annual Convention Program Materials, 2011

“Thinking Through Your Summary Judgement Response,” in National Employment Lawyers Association, 7th New England Regional Conference Materials, 2011

“Quick Tip On Using *Staub* To Defeat Summary Judgment,” with Merritt, K.C., in National Employment Lawyers Association, 7th New England Regional Conference Materials, 2011

“A Plaintiff’s Lawyer’s Guide To The 2010 Amendments To Rule 56,” with Merritt, K.C., in National Employment Lawyers Association, 7th New England Regional Conference Materials, 2011

“Some Tips for Effective Direct Examination in Employment Discrimination Cases (2011 Update),” with Merritt, K.C., in National Employment Lawyers Association, Spring Seminar Program Materials, 2011

“Maximizing The Value Of Arbitration For Our Clients,” with Weliky, J.S., in National Employment Lawyers Association, Annual Convention Program Materials, 2010

“Anticipating and Addressing the Problem of the Power Dynamic in Mediation,” in Massachusetts Continuing Legal Education, Help! Protect Me from My Employment Clients, 2010

“Two Tips For Plaintiffs Lawyers In Employment Cases,” with Merritt, K.C., in Massachusetts Continuing Legal Education, Annual Employment Law Conference, 2010

“Evidence about Other People: When Is it Admissible in Your Plaintiff’s Employment Case?,” with Merritt, K.C., in Massachusetts Continuing Legal Education, Effectively Using & Excluding Evidence in Employment Cases, 2010

Set of mock motion papers, including: “Plaintiff’s Opposition To Defendant’s Motion In Limine Concerning Herman Resources’s DUA Testimony”; “Plaintiff’s Opposition To Defendant’s Motion To Exclude Unemployment Records”; “Plaintiff’s Motion To Exclude Tax Records From Evidence”; “Plaintiff’s Opposition To Defendant’s Motion to Exclude Evidence Of Subsequent Performance Of Comparator”; “Plaintiff’s Motion To Exclude Evidence Regarding Plaintiff’s Performance In Subsequent Employment”; “Plaintiff’s Motion To Exclude Mental Health Records From Evidence,” with Merritt, K.C., in Massachusetts Continuing Legal Education, Effectively Using & Excluding Evidence in Employment Cases, 2010

“Anatomy Of A Client Fee Agreement,” in Metropolitan Washington Employment Lawyers Association, Annual Conference Materials, 2010

“Joint Representation in Employment Litigation from the Plaintiff’s Counsel’s Perspective,” with Bernt, L., in American Bar Association, National Conference on Equal Employment Opportunity Law, 2010

“Winning The “Protected Activity” Argument In Retaliation Cases,” in National Employment Lawyers Association, Fall Seminar Program Materials, 2009

“Protecting Employee Communications In The Modern Workplace,” American Bar Association Section of Labor & Employment Law, Annual CLE Conference Materials, 2009

“Ghostwriting for Pro Se Litigants: Some Traps for the Unwary,” with Merritt, K.C., in National Employment Lawyers Association, Annual Convention Program Materials, 2009

“Tips for Plaintiffs’ Counsel Concerning the Risks of Misrepresentation in Settlement Negotiations,” with Merritt, K.C., in National Employment Lawyers Association, Annual Convention Program Materials, 2009

“Trial Skills MasterClass Fact Pattern,” in Massachusetts Continuing Legal Education, Employment Law Seminar, 2009

“Insurance Coverage in Employment Cases: A Primer for Plaintiffs’ Counsel,” with Merritt, K.C., in National Employment Lawyers Association, Annual Convention Program Materials, 2008

“Expert Testimony on Emotional Distress in Employment Cases: A Plaintiffs’ Attorney’s View,” with Merritt, K.C., in American Bar Association Section of Labor & Employment Law, Annual CLE Conference Materials, 2008

“Two Tips For Plaintiffs Lawyers In Employment Cases,” with Merritt, K.C., in Massachusetts Continuing Legal Education, Annual Employment Law Conference, 2008

“E-Discovery in Employment Cases: Some Tips for Drafting Effective Discovery Documents,” with Weliky, J.S., and Merritt, K.C., in Massachusetts Continuing Legal Education, Electronic Discovery Seminar Materials, 2008

“E-Discovery in Employment Cases: Sample E-Discovery Document Requests,” with Weliky, J.S., and Merritt, K.C., in Massachusetts Continuing Legal Education, Electronic Discovery Seminar Materials, 2008

“E-Discovery in Employment Cases: Sample Litigation Hold Letter (Sexual Harassment Case)” with Weliky, J.S., and Merritt, K.C., in Massachusetts Continuing Legal Education, Electronic Discovery Seminar Materials, 2008

“Tips from the Trenches: Using E-Discovery in Financial Industry Sexual Harassment Cases,” with Merritt, K.C., in National Lawyers Guild, Mass Dissent, 2008

“A Plaintiff’s Perspective on Medical Examinations Under Rule 35,” with Merritt, K.C., in American Bar Association Section of Labor & Employment Law, Annual CLE Conference Materials, 2008

"Strategic Considerations in Representing Current Employees Who Are Pursuing Claims Against Their Employers," in National Employment Lawyers Association, Fall Seminar Program Materials, 2008

"Summary of Possible Employment Claims Under Massachusetts and Federal Law," with Weliky, J.S., Massachusetts Continuing Legal Education, 2008

“Insurance Coverage in Employment Cases: A Primer for Plaintiffs’ Counsel,” with Merritt, K.C., in National Employment Lawyers Association, Annual Convention Program Materials, 2008

“Ethical Issues in Witness Preparation and Coaching,” with Merritt, K.C., in National Organization of Lawyers for Education Associations, Annual Conference Materials, 2008

“Contacting Employees of an Adverse Corporate Party: A Plaintiff’s Attorney’s View (2007 Update),” with Weliky, J.S., in National Organization of Attorneys for Education Associations, Annual Conference Materials, 2008

“Some Tips for Effective Direct Examination in Employment Discrimination Cases,” with Merritt, K.C., in National Employment Lawyers Association, Spring Seminar Program Materials, 2008

“Negotiating Executive Employment Agreements on Behalf of the Employee,” American Bar Association Section of Labor and Employment Law, Annual CLE Conference Program Materials, 2007

“Preparing or Coaching the Witness: Where is the Ethical Line?” with Wise,

J. and Eisenberg, H., in National Employment Lawyers Association, Annual Convention Materials, 2007

Update to “Professional Conduct and the Preparation of Witnesses for Trial: Defining the Acceptable Limitations of ‘Coaching,’” in National Employment Lawyers Association, Annual Convention Materials, 2007

“Recurring Evidentiary and Expert Issues in Employment Litigation,” in American Law Institute – American Bar Association, Litigating Employment Discrimination and Employment Related Claims and Defenses in Federal and State Courts, 2007

“Ethical Issues in Employment Litigation,” in American Law Institute – American Bar Association, Litigating Employment Discrimination and Employment Related Claims and Defenses in Federal and State Courts, 2007

“Covenants Not to Compete,” with Cattani, J., in National Employment Lawyers Association, New England Regional Conference Materials, 2006

“I Came, I Saw, I’m Leaving,” in National Employment Lawyers Association, New England Regional Conference Materials, 2006

“Lessons Learned from the Rule 4.2 Battle,” in National Employment Lawyers Association, Annual Convention Manual, 2006

“The Five Secret Tips for Achieving Happiness, Success and Prosperity as a Plaintiff’s Employment Lawyer (Hint: It’s All About Picking Your Cases),” in Massachusetts Continuing Legal Education, Employment Law Basics, 2006

“The Ethical Constraints on Talking to Current Employees of a Corporate Opposing Party,” with Weliky, J.S. in Spriggs, K., Representing Plaintiffs in Title VII Actions, (2d Ed.) Aspen Publishers, 2005

“Silence Like a Cancer Grows’ or ‘You Talk Too Much’? Ethical and Strategic Issues in Communications by Plaintiff’s Counsel with Putative Class Members,” with Weliky, J.S. and Cunningham, J., in National Employment Lawyers Association, Impact Litigation Conference Manual, 2005

“You Do The Math: The Art of Calculating Settlement Demands,” with Weliky, J.S., in National Employment Lawyers Association, Annual Convention Manual, 2005

“Contacting Employees of an Adverse Corporate Party: A Plaintiff’s Attorney’s View (2003 Update),” with Weliky, J.S., in American Bar Association, 19 The Labor Lawyer, Vol. 3, 2004

“Mandatory Arbitration Clauses in Employment Contracts: An Overview of the Law in Massachusetts,” with Cattani, J. and Evangelista, K., in Massachusetts Continuing Legal Education, What Every Lawyer Should Know About

Arbitration, 2004

“Punitive Damages Awards in Employment Discrimination Cases,” with Evangelista, K., in Massachusetts Continuing Legal Education, Employment Law Conference, 2004

“Seeking Damages for Common Law Claims in Employment Termination Cases,” with Evangelista, K., in Massachusetts Continuing Legal Education, Employment Law Conference, 2004

“Joint Representation in Employment Litigation from the Plaintiff’s Counsel’s Perspective, with Bernt, L., in National Organization of Lawyers for Education Association, Annual Conference Materials, 2003

“Representing Whistleblowers in Massachusetts After Sarbanes-Oxley,” with Rogoyski, R., in Massachusetts Continuing Legal Education Seminar, Litigating in the Wake of the Enron Flood: Regulatory Issues a Year After the Sarbanes-Oxley Act, July 2003

“Mandatory Arbitration Clauses in Employment Contracts: An Overview of the Law in Massachusetts,” in Massachusetts Bar Association, 23rd Annual Labor & Employment Law Spring Conference Materials, 2002

“Your First Plaintiff’s Employment Case: Spotting the Issues,” with Weliky, J.S., in Massachusetts Continuing Legal Education, Representing Indigent Clients in Federal Court, 2002

“Executive Compensation Packages: An Overview from the Employee’s Point of View,” with Cattani, J., in American Bar Association Section of Labor and Employment Law Annual Meeting, Annual Convention Materials, 2001 (reprinted, The Practical Lawyer, October 2002)

“SJC Decision Restores Fairness in Litigation,” with Rudavsky, D.C., in Massachusetts Lawyers Weekly, April 2002

“Controlling the Effects of Power Imbalances in Settlement Negotiations,” in National Employment Lawyers Association, Annual Convention Materials, 2001

“Litigation and Discovery Strategies in ‘Downsizing’ Cases: A Plaintiff’s Perspective,” with Cattani, J., in Massachusetts Bar Association, Hot Employment Issues in a Cooling Economic Climate, 2001

“Drafting Settlement Documents: A Plaintiff’s Attorney’s Perspective,” with Weliky, J.S., in Leibowitz, A.G., Drafting Employment Documents in Massachusetts, Massachusetts Continuing Legal Education, 2001

“The Ethical Constraints on Talking To Potential Witnesses,” in Spriggs, K., Representing Plaintiffs in Title VII Actions, Aspen Publishers, 2001

“Evidence about Other People: When Is it Admissible in Your Plaintiff’s Employment Case?”, in Massachusetts Continuing Legal Education, Employment Law Basics, 2000

“Summary of Possible Employment Claims Under Massachusetts and Federal Law,” with Weliky, J.S., in Massachusetts Continuing Legal Education, Representing Indigent Plaintiffs in Federal Court, 2000

“Cross-Examination of Human Resources Witnesses in Employment Cases,” in 33rd Annual Pacific Coast Labor and Employment Law Conference, 2000

“Common Mediation Mistakes and How To Avoid Them,” in National Employment Lawyers Association, Annual Convention Materials, 2000

“Summary of Possible Employment Claims Under Massachusetts and Federal Law,” with Weliky, J.S., in Employment Law in Massachusetts, Human Resources Institute, 1999

“Rule 11 Sanctions: Recent Cases,” in National Employment Lawyers Association, Annual Convention Materials, 1999

“Contacting Employees of An Adverse Corporate Party: A Plaintiff’s Attorney’s View (1999 Update),” in National Employment Lawyers Association, Annual Convention Materials, 1999

“Disclosure of Psychological Records and Medical Examinations: A Plaintiff’s Perspective,” in Suffolk University Law School, Judgment Calls: What the New Developments In Sexual Harassment Law Mean to Your Practice, 1998

“Protecting Victims’ Interests During Sexual Harassment Investigations,” in Suffolk University Law School, Judgment Calls: What the New Developments In Sexual Harassment Law Mean to Your Practice, 1998

“The Relationship Between the Family and Medical Leave Act, Disability Discrimination Laws, and State Parental Leave Statutes,” in National Employment Lawyers Association, Gender Discrimination Seminar Materials, 1999

“Protecting Victims’ Interests During Investigations of Sexual Harassment Complaints,” in Massachusetts Continuing Legal Education, Bulletproofing Clients From Sexual Harassment Claims, 1998

“Employment Law Analysis,” in Self-Help for the Hard of Hearing, Annual Convention Materials, 1998

“Ethical Issues to Consider When Preparing Client Fee Agreements,” with Cattani, J.P., in National Employment Lawyers Association, Annual Convention Materials, 1998

“Overview of Recent Developments in Common Law Claims,” in American Law Institute - American Bar Association, Employment Discrimination and Civil Rights Actions in Federal and State Courts, 1997

“Privacy Concerns and Disability Laws,” in MetroWest Center for Continuing Education, Privacy in the Workplace, 1997

“Preparing the Plaintiff For Mediation in an Employment Case,” in Massachusetts Bar Association, Settlement Issues in Employment Discrimination Cases, 1997

“The Gender-Based Hostile Environment: when Non-‘Sexual’ Harassment Is Still Illegal Harassment,” with Weliky, J.S., in Massachusetts Continuing Legal Education, Bringing and Defending Sexual Harassment Cases, 1996

“Same Sex Sexual Harassment,” with Weliky, J.S., in Massachusetts Continuing Legal Education, Bringing and Defending Sexual Harassment Cases, 1996

“Protecting Victims’ Interests During Investigation of Sexual Harassment Complaints,” with Weliky, J.S., in Massachusetts Continuing Legal Education, Bringing and Defending Sexual Harassment Cases, 1996

“Reasonable Accommodations For Persons With ‘Hidden’ Disabilities,” with Weliky, J.S., in Suffolk University Law School, The Impaired/Disabled Professional, 1996

“First Circuit Astra Ruling Aids Anti-Bias Effort,” with Rudavsky, D.C., and Like, S., Massachusetts Lawyers Weekly, 1996

“Strategic Considerations in Representing Current Employees Who Are Pursing Claims Against Their Employers,” in Boston Bar Association, The Employee Who Sues and Stays, 1996

“Disclosure of Psychological Records and Mental Examinations: A Plaintiff’s Perspective,” with Rudavsky, D.C. and Weliky, J.S., in National Employment Lawyers Association, New England Regional Conference Materials, 1996

“Drafting Settlement Documents: A Plaintiff’s Attorney’s Perspective,” in Massachusetts Continuing Legal Education, Drafting Termination Documents, 1996

“Sample Employment Agreements,” in Massachusetts Continuing Legal Education, Documenting The Hiring Process, 1996

“Excerpts From Memorandum of Law on Two Common Evidentiary Issues in Discrimination Cases: (1) Bigoted Comments in Workplace and (2) Statistics,” in Massachusetts School of Law, Third Annual Employment Law Conference, 1995

“Revisiting The ‘Rhetoric’ of Job Discrimination,” with Rudavsky, D.C., in Massachusetts Lawyers Weekly, 1995

“The Americans with Disabilities Act: Its Effect on Major Disabilities in the Workplace,” in Massachusetts Continuing Legal Education, Mock Trial of an MCAD Disability Discrimination Case, 1995

“Work Schedule Changes As Reasonable Accommodations For Persons with Disabilities,” with Churchill, S.S., in Massachusetts Bar Association, Reasonable Accommodations Under The ADA, 1994

“Annotated Sample Complaint In A Sexual Harassment Case,” in Suffolk University Law School, Law And Feminism: Perspectives In Practice And Theory, 1994

“The Law Of Sexual Harassment In The Workplace,” in Suffolk University Law School, Law And Feminism: Perspectives In Practice And Theory, 1994

“Recent Developments in Employment Law,” with Churchill, S.S., in Massachusetts Defense Lawyers Association, Charting The Changes, 1993

“The Relationship Between The Family Medical Leave Act, Disability Discrimination Laws, And The Massachusetts Maternity Leave Statute,” with Churchill, S.S., in National Center For Continuing Education, Implementing The Family Medical Leave Act, 1993

“Age Discrimination Law In Massachusetts: An Overview,” with Churchill S.S., in Massachusetts Bar Association, Age Discrimination in Employment, 1993

“Conciliation Tactics and Strategy: Complainant’s Perspective,” Massachusetts Continuing Legal Education, Settling Your MCAD Case: A Practical Guide To Strategy And Tactics, 1993

“The Law of Sexual Harassment In The Workplace,” with Michon, K.J., in Massachusetts School of Law, First Annual Employment Law Conference, 1993

“Annotated Sample Complaint In a Sexual Harassment Case,” in Massachusetts School of Law, First Annual Employment Law Conference, 1993

“Proof of Pretext Under Massachusetts Discrimination Law,” Massachusetts Bar Association, 1993

“Employment Contract Claims (1993 Supplement)” in Walsh, M.C., ed., A Judicial Guide To Labor And Employment Law (1993 Supplement) (Lawyers Weekly Publications, 1993)

“Wrongful Termination Claims (1993 Supplement)” with Owens, R. and

Rodrigues, L., in Walsh, M.C., ed., A Judicial Guide To Labor and Employment Law (1993 Supplement) (Lawyers Weekly Publications, 1993)

“Workers’ Compensation” in Phelan, G. and Arterton, J.B., Disability Discrimination In The Workplace, Clark Boardman Callaghan, 1992

“The 1991 Civil Rights Act: Increased Plaintiff Rights and Expanded Remedies,” with Gelb, M., in Council On Education In Management, Personnel Law Update, 1993, 1992

“Motions To Dismiss and Massachusetts Employment Law,” with Mantell, R.S., in Boston Bar Association, Motions To Dismiss In Employment Cases, 1992

“A Plaintiff’s Perspective On Depositions In Employment Cases,” in Massachusetts Continuing Legal Education, Use of Depositions In Employment Litigation, 1992

“Contacting Employees Of An Adverse Corporate Party: A Plaintiff’s Attorney’s View (1992 Update),” in National Employment Lawyers Association, Proceedings of Annual Meeting, 1992

“Annotated Sample Complaint In A Sexual Harassment Case,” with Baker, K.G., in Massachusetts Bar Association, Thirteenth Annual Conference On Emerging Topics In Employment Law, 1992

“Applying The Law of Sexual Harassment To The Law Enforcement Workplace,” in Labor Relations Information System, Discrimination, Harassment And Affirmative Action, 1992

“Applying Sexual Harassment Law To A Workplace Setting,” in Massachusetts Association For Law-Related Education, Sexual Harassment, 1992

“The Law Of Sexual Harassment In The Workplace,” with Michon, K.J., in Labor Relations Information System, Discrimination, Harassment And Affirmative Action and in Massachusetts Association for Law-Related Education, Sexual Harassment, 1992

“Applicability of the 1991 Civil Rights Act To Pending Cases And Pre-Act Conduct,” in Boston Bar Association, Fifth Annual Spotlight On Employment Law, 1992

“The Massachusetts Equal Rights Act,” in Massachusetts Bar Association, Employment Law: Current Issues and Trends, 1991

“The Americans With Disabilities Act: Its Effect On Major Disabilities In The Workplace,” in Massachusetts Continuing Legal Education, Best of Massachusetts Continuing Legal Education Journal, 1992 and in Massachusetts Bar Association, Employment Law: Current Issues and Trends, 1991

“Recent Developments Under Chapter 151B,” with Hyndman, C. H., in Massachusetts Bar Association, Employment Law: Current Issues and Trends, 1991

“Common Law and Miscellaneous Statutory Wrongful Termination Claims,” with Hyndman, C. H., in Massachusetts Bar Association, Employment Law: Current Issues and Trends, 1991

“Civil Rights Claims Under State Law,” in ALI-ABA,

Employment Discrimination and Civil Rights Actions in Federal and State Courts, 1991

“Contacting Employees Of An Adverse Corporate Party,” in National Employment Lawyers Association, Proceedings of Annual Meeting, 1991

“Constructive Discharge Standards Under Federal Law (1991 Supplement),” with Baker, K.G., in Tobias, P., ed., Litigating Wrongful Discharge Claims (Callaghan & Co.), 1991 Supplement

“Challenging Employee Layoffs: A Plaintiff’s Perspective,” in Boston Bar Association, 4th Annual Spotlight On Employment Law, 1991

“Recent Developments In Massachusetts Discrimination Law,” in Massachusetts Academy of Trial Attorneys, Trial Practice & Procedure: Employment & Labor Law, 1990

“Summary Judgment Standards In The First Circuit,” with Baker, K.G., in Boston Bar Association, Summary Judgment In Employment Cases, 1990

“Employment Contract Claims,” with Owens, R. and Rodrigues, L., in Walsh, M.C., ed., A Judicial Guide To Labor And Employment Law (Lawyers Weekly Publications, 1990)

“Wrongful Termination Claims,” with Owens, R. and Rodrigues, L., in Walsh, M.C., ed., A Judicial Guide To Labor And Employment Law (Lawyers Weekly Publications, 1990)

“Litigating Section 1981 Cases After Patterson,” in Massachusetts Academy of Trial Attorneys, Trying Employment Discrimination Cases After the 1989 Supreme Court Decisions, 1989

“Supreme Court Employment Decisions, 1988-89 Term,” in Massachusetts Continuing Legal Education, Employment Discrimination Law After the Deluge, 1989

“An Outline of Employer Obligations Under State and Federal Anti-

Discrimination Law and Massachusetts Common Law,” in Massachusetts Continuing Legal Education, Fundamentals of Corporate Operation, 1988 (revised 1989)

“Defamation Claims in Massachusetts Against Plaintiff’s Employer or Former Employer,” in Massachusetts Bar Association, Ninth Annual Conference On Emerging Topics in Employment Law, 1988

“Application Of MCAD Probable Cause Standard To A Hypothetical Case - Complainant’s Viewpoint,” with Alper, J., in Massachusetts Continuing Legal Education, Third Annual New England Employee Relations Conference, 1988

“Sample Annotated Complaint in a Sexual Harassment Case,” with Baker, K.G., in Massachusetts Academy of Trial Attorneys, Wrongful Termination: Overview of Massachusetts Law and Update, 1988

“Constructive Discharge Standards Under Federal Law,” in Tobias, P., ed., Litigating Wrongful Discharge Claims (Callaghan & Co., 1987)

“Theories of Common-Law Recovery for Employer Negligence,” with Shilepsky, N., in Tobias, P., ed., Litigating Wrongful Discharge Claims (Callaghan & Co., 1987)

“Seabrook’s Financial Crisis: Effects on Municipal Utilities,” 13 MASS. LAW. WEEKLY 17, 48 (September 24-October 1, 1984)

“Northeast Low-Level Radioactive Waste Compact: A Proposed Redraft.” (with J. Kenyon and R. Ritchie) September, 1983

“Confidentiality Issues in Title III Reporting,” 7 NSCLC WASH. WEEKLY No. 23 at 4 (June 5, 1981), reprinted in 3 A.B.A. BIFOCAL No. 2 at 4 (June, 1981)

PROFESSIONAL ACTIVITIES & RECOGNITION

Awarded National Lawyer Guild Award (NLG), 2023

Invited Participant, “A Forum for Understanding and Comment on the Proposed Federal Rules Amendments,” Institute for the Advancement for American Legal System, December 2013 (national meeting of experienced Federal Court practitioners called to discuss and critique proposed amendments to the Federal Rules of Civil Procedure)

Lawdragon’s inaugural 500 Leading Plaintiff Employment Lawyers Guide, 2018-present

Awarded the Visionary Pro Bono Service Award from Massachusetts Employment Lawyers Association (MELA), 2018

Listed in Band 1 by Chambers USA under “Labor & Employment: Mainly Plaintiffs Representation - Massachusetts” Cited as “tenacious” and “strong advocate for her clients,” 2014- present

Recognized by Massachusetts Super Lawyers annually from 2004 to the present; listed in the Top 50 Female Super Lawyers in the state for 2004-2005, 2009-2012

Ranked by U.S. News/Best Lawyers “Best Law Firms” in Tier 1 of Boston for Labor & Employment Litigation Firms (2013 Edition – Present); Employment Law – Individuals (2014 Edition – Present); and Labor Law – Union (2016 Edition – Present)

Listed in Best Lawyers in America under “Litigation – Labor & Employment” practice area from 2012 to the present

Martindale-Hubbell – AV-Preeminent rating

Co-Chair, Boston Bar Association Professional Ethics Committee, 2000 - 2002, 2013-2015 (member, 1993 - present

Fellow, College of Labor and Employment Lawyers, 2000 - present

Neutral Arbitrator, American Arbitration Association Panel, New England, 1997 - 2014

Executive Board Member, National Employment Lawyers Association, 1992 - 2006

Member, National Employment Lawyers Association Executive Board Nominating Committee, 2006 - present

Co-Chair, Ethics and Sanctions Committee, National Employment Lawyers Association, 2000-2002, 2013-2015; Member, 1990 – present

Member, Federal Rules Task Force, National Employment Lawyers Association; Committee Representative, Meeting of the Advisory Committee on Civil Rules, Ann Arbor, MI, March 2012

Member, Ad Hoc Committee on Pattern Discovery in Federal Employment Cases, Institute for the Advancement of the American Legal System, 2010 – present

Member, Advisory Council to the American Bar Association’s Commission

on Evaluation of the Rules of Professional Conduct (Ethics 2000 Commission), 2000 - 2002

President, Massachusetts Employment Lawyers Association, 1992-1997
President, 1995 - 96; President - Elect, 1994-95; and Program Director, 1992 - 1994, Boston Inn of Court; Member, 1990 - 2004

Chair, Massachusetts Bar Association Labor & Employment Law Section, 1991 - 92

Vice-Chair, Massachusetts Bar Association Labor & Employment Law Section, 1990 - 91

Member, Massachusetts Bar Association Labor and Employment Law Section Council, 1989 - 1993; 2004 - present

Member, Massachusetts Continuing Legal Education Curriculum Advisory Committee, 2000 - present

Co-Chair, Massachusetts Bar Association Labor and Employment Law Section Ethics Committee, 1988 - 1993

Member, Boston Bar Association Labor Law Section Continuing Legal Education Committee, 1990 - 1992

Member, Massachusetts Bar Association Brown Bag Lunch Committee, 2006 - present

Member, Massachusetts Bar Association (Individual Rights and Labor Law sections); Boston Bar Association; Women's Bar Association of Massachusetts; National Employment Lawyers Association; Massachusetts National Employment Lawyers Association; Boston Inn of Court

PRESENTATIONS Chair/Panelist, "Employment and Labor Law Basics," Massachusetts Continuing Legal Education Seminar, 2000- 2023

Panelist, "Navigating Employment Law Ethics" National Lawyers Guild at Suffolk University Law School, December 2022

Speaker, "The Ethics of Interviewing Defendant's Employees", National Employment Lawyers Association Annual Convention (July 2020)

Co-Moderator, "Advancing Racial Justice in the Massachusetts Judicial System", Boston Inn Of Court Seminar (June 2020)

Panelist, "How to Avoid and Respond to Sanctionable Conduct: Lessons from Inside the Sandbox," ABA Section of Labor and Employment Law 13th

Annual Conference (November 2019)

Panelist, “The Interactive Process Under the ADA,” Massachusetts Continuing Legal Education Seminar, February 2019

Panelist, “Ethics: When Your Client Is More Difficult Than Opposing Counsel,” MWELA 2019 Annual Conference (January 2019)

Panelist, “‘1st Look’ at the Colorado Bakery Case and Its Implications for Public Accommodations & Workplaces,” Massachusetts Continuing Legal Education Seminar (July 2018)

Panelist, “Ethical Pitfalls for Plaintiffs’ Employment Lawyers” National Employment Lawyers Association 2018 Annual Convention (June 2018)

Panelist, “Employment Discrimination Claims for Clients with Mental Health Challenges: Reasonable Accommodations, Intersectionality, and Trial Skills,” Mental Health Legal Advisors Committee (MHLAC) Conference (June 2018)

Panelist, “Handing Employer Documents in Discrimination Cases While Staying Out of Trouble,” National Employment Lawyers Association Convention (June 2017)

Panelist, 38th Annual Labor & Employment Spring Conference, Massachusetts Bar Association (May 2017)

Panelist, “How to Use Employer Information Ethically, *Verdrager* – A First Look,” Massachusetts Continuing Legal Education Seminar, July 2016

Panelist, “Executive Employment Agreements: Scope of the Relationship and Compensation Arrangements,” National Business Institute Executive Employment Law Seminar, June 2016

Panelist, “Legal Considerations: Protecting the Employer and the Employee,” with Valerie Samuels, Massachusetts Health Council Our Workplaces and the Opioid Epidemic: What We Need to Know, What We Can Do, June 2016

Panelist, “Employment Law Update,” Massachusetts Bar Association Labor and Employment Law Spring Conference, May 2016

Panelist, “Combatting Retaliatory Counterclaims and Countersuits,” National Employment Lawyers Association, Reining In Retaliation and Winning Whistleblower Cases, April 2016

Panelist, “Ethics Issues Facing Plaintiffs’ Employment Lawyers,” Massachusetts Employment Lawyers Association Meeting, February 2016

Panelist, "Discrimination Law Update," Massachusetts Continuing Legal Education Employment Law Conference, December 2015

Panelist, "Dealing With Difficult People," National Employment Lawyers Association Annual Convention, June 2015

Panelist, "Best Practices for Managing Religious Diversity in the Workplace," American Bar Association Annual Meeting, August 2014

Moderator and Speaker, "Mediation: Dos and Don'ts From the Experts," National Employment Lawyers Association Annual Convention, June 2014

Panelist, "Ethical Considerations in Handling Whistleblower & Retaliations Claims," National Employment Lawyers Association Fall Seminar, October 2013

Moderator and Panelist, "Winning with Written Discovery," National Employment Lawyers Association Annual Convention, June 2013

Panelist, "How to Use Employer's Information Ethically," Metropolitan Washington Employment Lawyers Association Annual Conference, February 2013

Panelist, "Thorny Legislative Changes: Dodd-Frank; CORI; and the Medicare Secondary Payer Act," Massachusetts Continuing Legal Education 15th Annual Employment Law Conference, December 2012

Panelist, "Fitness for Duty Evaluations – A Legal Perspective," New England College of Occupational and Environmental Medicine Annual Conference, November 2012

Panelist, "Taking Advantage of the New Discovery Protocols for Adverse Actions in Employment Cases," National Employment Lawyers Association Annual Convention, June 2012

Panelist, "Ethical Considerations in Alternative Dispute Resolution," National Employment Lawyers Association Spring Seminar, March 2012

Panelist, "Megatrends and Freakonomics of ADR," American Bar Association Section of Labor and Employment Law Annual Conference, November 2011

Panelist, "New Developments in Mediation and Arbitration," College of Labor and Employment Lawyers Regional Meeting, October 2011

Panelist, "Fair Pay For Hard Work: Creative Fee Structures And Thorny Fee Issues," National Employment Lawyers Association Annual Convention,

July 2011

Panelist, "New Strategies For Defeating Summary Judgment," National Employment Lawyers Association 7th New England Regional Conference, May 2011

Chair and Panelist, "It's (Past) Time To Update That Contingent Fee Agreement: Navigating The 'New' Rule 1.5," Boston Bar Association, Brown Bag Lunch, March 2011

Panelist, "Direct Examination," National Employment Lawyers Association Spring Seminar, March 2011

Presenter, "Changes To Rules Governing Contingent Fee Agreements,"

Massachusetts Employment Lawyers Association Meeting, February 2011

Panelist, "Employment ADR Programs In The Changing Legal Landscape: What You Should Know," Boston Bar Association, Brown Bag Lunch, January 2011

Panelist, "Social Media in the Workplace," Boston Bar Association Labor and Employment Law Section, Brown Bag Lunch, November 2010

Panelist, "Forced Arbitration-Techniques For Success," National Employment Lawyers Association Annual Convention, June 2010

Co-Chair and Panelist, "Ethical Quandaries Employment Lawyers Encounter Daily," Massachusetts Continuing Legal Education Seminar, June 2010

Panelist, "Help! Protect Me From My Employment Clients," Massachusetts Continuing Legal Education Seminar, June 2010

Co-Chair and Panelist, "Effectively Using and Excluding Evidence in Employment Cases," Massachusetts Continuing Legal Education Seminar, May 2010

Panelist, "Retainer Agreements: Practical Pointers and Ethical Perils," Metropolitan Washington Employment Lawyers Association Seminar, March 2010

Panelist, "Quandaries and Queries: Ethical Issues Facing Today's Employment Lawyers," ABA Section of Labor and Employment Law Seminar, March 2010

Panelist, "Teleconference on Social Networking Sites," ABA Section of

Labor and Employment Law Seminar, January 2010

Panelist, “12th Annual Employment Law Conference,” Massachusetts Continuing Legal Education Seminar, December 2009

Panelist, “Surviving Summary Judgment In Employment Litigation,” National Employment Lawyers Association Seminar, October 2009

Panelist, “Health Law Conference,” Massachusetts Bar Association Seminar, June 2009

Panelist, “NELA’s Ethics Survival Kit: The Rules, Opinions, And Decisions That All NELA Attorneys Should Have At Their Fingertips,” National Employment Lawyers Association Annual Convention, June 2009

Panelist, “Workplace Investigation: The Good, The Bad, and The Ugly,” Massachusetts Bar Association Seminar, April 2009

Panelist, “Taking And Defending Depositions In Employment Litigation,” National Employment Lawyers Association Seminar, March 2009

Panelist, “Annual Employment Law Conference,” Massachusetts Continuing Legal Education Seminar, December 2008

Panelist, “Representing Harassment Victims Who Are Still Employed,” at National Employment Lawyers Association Seminar, October 2008

Panelist, “Direct and Cross Examination of Plaintiff’s Forensic Psychiatrist and Economist,” at American Bar Association Section of Labor and Employment Law Second Annual CLE Conference, September 2008.

Panelist, “Direct Examination of a Forensic Psychologist,” American Bar Association Section of Labor and Employment Law Annual Conference, September 2008

Panelist, “Insurance Coverage in Employment Cases,” National Employment Lawyers Association Annual Convention, June 2008

Panelist, “Workplace Privacy: Unclear But Present Danger,” American Bar Association Webinar, June 2008

Panelist, “Ethical Issues in Witness Preparation and Coaching,” National Organization of Lawyers for Education Associations Annual Conference, May 2008

Panelist, “Electronic Discovery in Employment Cases,” Massachusetts Continuing Legal Education Seminar, May 2008

Panelist, “Judicially Imposed Sanctions: A Troubling Issue in Discrimination Cases,” American Bar Association National Conference on Professional Responsibility, May 2008

Panelist, “Direct Examination for the Plaintiff’s Lawyer,” National Employment Lawyers Association Seminar, March 2008

Chair, “Employment Law Trial Skills Master Class,” Massachusetts Continuing Legal Education Seminar, March 2008

Panelist, “Mental Disabilities Under the Americans with Disabilities Act,” Massachusetts Bar Association, 2007, 1992, 1991

Panelist, “Negotiating Employment Agreements, Severance Agreements and Releases,” American Bar Association Section of Labor and Employment Law Annual Conference, November 2007

Panelist, “Harassment Claims in Employment Cases,” Massachusetts Continuing Legal Education Seminar, December 2006

Program Chair, “Survival of Claims After Gasior,” Massachusetts Bar Association Continuing Legal Education Seminar, October 2006

Panelist, “The Care and Feeding of Witnesses,” National Employment Lawyers Association Annual Convention, June 2007

Panelist, “Use and Abuse of Medical Records in Employment Cases: Mock Argument,” Massachusetts Bar Association Labor and Employment Law Conference, May 2007

Panelist, “Practical Strategies for Avoiding Conflicts,” Suffolk University Law School Center for Advanced Legal Studies, May 2007

Panelist, “Practical Strategies for Avoiding Conflicts,” Suffolk University Law School Center for Advanced Legal Studies, Providence, RI May 2007

Panelist, “Representing Difficult Clients in Employment Cases: Understanding the Issues, Strategizing Solutions,” Massachusetts Bar Association Seminar, April 2007

Panelist, “Employment Law Boot Camp,” Massachusetts Continuing Legal Education Seminar, March 2007

Panelist, “Introduction to Employment Law Issues,” Massachusetts Continuing Legal Education Seminar, October 2006

Panelist, “27th Annual Labor & Employment Law Spring Conference,”
Massachusetts Bar Association Continuing Legal Education Seminar, June
2006

Plenary Speaker, “Lessons Learned From Hard Fought Battles,” National
Employment Lawyers Association Annual Convention, June 2006

Moderator, “Document Dilemmas and Multi-Plaintiff Mazes: Avoiding
Common Ethical Pitfalls,” National Employment Lawyers Association
Annual Convention, June 2006

Panelist, “Succeeding in the New Millennium – Practical Advice for Your
Plaintiff’s Employment Practice,” New England National Employment
Lawyers Association Regional Conference, May 2006

Panelist, “Tips for Evaluating Employment Cases,” Employment Law
Basics, Massachusetts Continuing Legal Education Seminar, March 2006

Panelist, “Introduction to Employment Law Issues,” Massachusetts
Continuing Legal Education Seminar, October 2005

Co-Chair, “Discovery and Evidence Issues for the Employment Lawyer,”
Massachusetts Bar Association Seminar, September 2005

Moderator, “A View from the Bench,” Massachusetts Employment Lawyers
Association Seminar, January 2005

Panelist, “Impact Litigation: Ethical Issues in Representing Workers in
Class, Collective and Multiple Plaintiff Actions,” National Employment
Lawyers Association, Impact Litigation Conference, 2005

Panelist, “What Every Lawyer Should Know About Arbitration,”
Massachusetts Continuing Legal Education Conference, October 2004

Panelist, “Common Ethical Dilemmas for Labor and Employment Lawyers,”
37th Annual Pacific Coast Labor and Employment Law Conference, May
2004

Panelist, “Proving and Defending Damages Claims in Discrimination
Cases,” Massachusetts Continuing Legal Education Seminar, December
2004

Panelist, “Litigating in the Wake of the Enron Flood: Regulatory Issues a
Year After the Sarbanes-Oxley Act,” Massachusetts Continuing Legal
Education Seminar, July 2003

Panelist, “Employment Discrimination and Civil Rights Actions in Federal

and State Courts,” ALI-ABA Seminar, May 2003

Speaker, “Ethical Issues Involved in the Representation of School Employees & Associations,” National Organization of Lawyers for Education Association Annual Conference, May 2003

Moderator and Panelist, “‘Freeze Frame’ Mock-Trial” National Employment Lawyers Association Annual Convention, June 2003

Panelist, “The Nuts & Bolts of Employment Arbitration,” Massachusetts Continuing Legal Education Seminar, January 2003

Panelist, “What Makes a Successful Motion in Limine,” Annual Meeting, ABA Section of Labor and Employment Law, 2003

Panelist, “Employment Law Conference 2002,” Massachusetts Continuing Legal Education Seminar, December 2002

Co-Chair and Panelist, “Evidentiary Issues for the Plaintiff’s Employment Lawyer,” National Employment Lawyers Association Seminar, October 2002

Instructor/Critiquer, Trial Advocacy Workshop, Massachusetts Continuing Legal Education Seminar, July 2002

Panelist, “Executive Compensation,” National Employment Lawyers Association Annual Convention, June 2002

Panelist, “Common Ethical Issues Arising in Employment Cases,” Massachusetts Bar Association Seminar, June 2002

Panelist, “Representing Indigent Defendants in Federal Court,” Massachusetts Continuing Legal Education Seminar, June 2002

Panelist, “Rule 4.2 in Massachusetts,” Boston Bar Association Seminar, May 2002

Chair, “MCAD Mock Trial; Age and Handicap Discrimination,” Massachusetts Continuing Legal Education Seminar, April 2002

Panelist, “Mandatory Arbitration In Massachusetts,” Massachusetts Bar Association 23rd Annual Labor and Employment Law Spring Conference, April 2002

Panelist, “Executive Compensation and Severance Agreements,” Massachusetts Bar Association Seminar, March 2002

Speaker, “Ethics Issues In Employment Cases,” Maine Employment Lawyers

Association Meeting, December 2001

Panelist, "Challenging Evidentiary Issues," Massachusetts Continuing Legal Education Seminar, October 2001

Panelist, "The Life-Cycle of the Employment Relationship," Employment Law Basics, Massachusetts Continuing Legal Education Seminar, October 2001

Panelist, "Evidence with Employment Law Experts," Massachusetts Continuing Legal Education Seminar, September 2001

Panelist, "Understanding Executive Compensation Packages," Annual Meeting, ABA Section of Labor and Employment Law, August 2001

Instructor/Critiquer, Trial Advocacy Workshop, Massachusetts Continuing Legal Education Seminar, July 2001

Panelist, "Advanced Negotiation Skills," National Employment Lawyers Association Annual Convention, June 2001

Panelist, "Representing Indigent Clients in Federal Court," Massachusetts Continuing Legal Education Seminar, June 2001

Panelist, "Hot Employment Issues in a Cooling Economic Climate," Massachusetts Continuing Legal Education Seminar, May 2001

Chair, "MCAD Mock Trial: Sexual Harassment," Massachusetts Continuing Legal Education Seminar, April 2001

Panelist, "Common Mediation Mistakes and How to Avoid Them," National Employment Lawyers Association Convention Workshop, June 2000

Panelist, "Cross-Examination of Human Resources Witnesses in Employment Cases," 33rd Annual Pacific Coast Labor and Employment Law Conference, May 2000

Chair, "MCAD Mock Trial: Race and Sex Discrimination and Retaliation," Massachusetts Continuing Legal Education Seminar, April 2000

Panelist, "Employment Law for the Trial Lawyer," Connecticut Trial Lawyers Association Seminar, October 1999

Panelist, "Employment Law in Massachusetts," Human Resource Institute Seminar, September 1999

Instructor/Critiquer, Trial Advocacy Workshop, Massachusetts Continuing

Legal Education Seminar, August 1999

Panelist, "The Game of Legal Twister: Successfully Identifying and Handling Ethical Dilemmas in Employment Litigation," America Bar Association Labor and Employment Section Annual Convention Program, August 1999

Panelist, "Ethical Issues in Plaintiffs' Employment Law," National Employment Lawyers Association Annual Convention Workshop, July 1999

Panelist, "Employment Law Roundtable," North Carolina National Employment Lawyers Association, April 1999

Chair and Panelist, "MCAD Mock Trial: Disability Discrimination," Massachusetts Continuing Legal Education Seminar, April 1999

Chair and Panelist, New England National Employment Lawyers Association Regional Conference, April 1999

Panelist, "Gender Discrimination in the Workplace," National Employment Lawyers Association Seminar, March 1999

Panelist, "Bulletproofing Clients from Sexual Harassment Claims," Massachusetts Continuing Legal Education Seminar, December 1998

Panelist, "Ex Parte Contacts with Corporate Employees," Boston Bar Association Seminar, November 1998

Panelist, "Emerging Issues in Employment Discrimination Litigation," American Bar Association Tort and Insurance Practice Seminar, October 1998

Panelist, "Ethical Issues in Sexual Harassment Cases," American Bar Association - Continuing Legal Education, National Institute on Sexual Harassment Seminar, October 1998

Co-Chair and Panelist, "Judgment Calls: What the New Developments In Sexual Harassment Law Mean to Your Practice," Suffolk University Law School Seminar, September 1998

Panelist, "Representing Indigent Clients in Federal Court," Massachusetts Continuing Legal Education Seminar, June 1998

Panelist, "Disability Rights for Hard of Hearing People," Self-Help for the Hard of Hearing Annual Convention, June 1998

Panelist, "The American with Disabilities Act," Self-Help for the Hard of Hearing Annual Convention, June 1998

Panelist, "Attorneys Fees Agreements and Ethical Considerations," National Employment Lawyers Association Annual Convention, June 1998

Panelist, "Women's Employment Law Issues," Media One Cable Television Show, June 1998

Panelist, "Motion Argument in a Discrimination Case," Employee Rights and Responsibilities Committee, American Bar Association Labor and Employment Section Seminar, March 1998

Chair and Panelist, "Mock Trial of an MCAD Age and Sex Discrimination Case," Massachusetts Continuing Legal Education Seminar, December 1997

Panelist, "Settlement Issues in Employment Discrimination Cases," Massachusetts Bar Association Seminar, November 1997

Instructor/Critiquer, Advanced Trial Advocacy Workshop, Massachusetts Continuing Legal Education Seminar, August 1997

Panelist, "Employment Discrimination and Civil Rights Actions in Federal and State Courts," American Law Institute - American Bar Association Seminar, May 1997

Co-Chair and Panelist, "Privacy in the Workplace," MetroWest Center for Continuing Education Seminar, April 1997

Chair and Panelist, "Mock Trial of an MCAD Racial and Sexual Harassment Case," Massachusetts Continuing Legal Education Seminar, November 1996

Panelist, "Bringing and Defending Sexual Harassment Cases," Massachusetts Continuing Legal Education Seminar, November 1996

Panelist, "Fact Finding in Sexual Harassment Cases," American Arbitration Association 18th Summer Conference, July 1996

Instructor/Critiquer, Trial Advocacy Institute, Massachusetts Continuing Legal Education Seminar, July 1996

Panelist, "ADA, FMLA and Worker's Compensation," Massachusetts Continuing Legal Education Seminar, June 1996

Co-Chair and Panelist, "The Employee Who Sues and Stays," Boston Bar Association Seminar, June 1996

Panelist, "Innovative Dispute Resolution Methods in Sexual Harassment Cases," Society of Professionals in Dispute Resolution Seminar, May 1996

Chair and Panelist, New England NELA Regional Conference, May 1996

Chair and Panelist, "Drafting Termination Documents," Massachusetts Continuing Legal Education Seminar, April 1996

Panelist, "Documenting the Hiring Process," Massachusetts Continuing Legal Education Seminar, March 1996

Chair and Panelist, "Mock Trial of An MCAD Disability Discrimination Case," December 1995

Instructor/Critiquer, Trial Advocacy Institute, Massachusetts Continuing Legal Education Seminar, July 1995

Panelist, "Investigating Sexual Harassment Complaints," Massachusetts Bar Association Seminar, December 1994

Panelist, "Mock Trial Of An Age Discrimination Case," Massachusetts Continuing Legal Education Seminar, November 1994

Panelist, "Reasonable Accommodation Under The ADA," Massachusetts Bar Association Seminar, October 1994

Panelist, "Workers' Compensation And Employment Law," Massachusetts Continuing Legal Education Seminar, August 1994

Instructor/Critiquer, Advanced Trial Advocacy Institute, Massachusetts Continuing Legal Education Seminar, August 1994

Panelist, "Mediation Of An Employment Discrimination Claim," Society of Professionals in Dispute Resolution Seminar, June 1994

Panelist, "Law And Feminism," Suffolk University Law School Seminar, April 1994

Panelist, "Second Annual Employment Law Conference," Massachusetts School Of Law Seminar, April 1994

Co-Chair and Panelist, "Motions To Dismiss And Summary Judgment In Employment Cases," Boston Bar Association Seminar, February 1994

Panelist, "Reasonable Accommodations In Handicap Discrimination Cases," Massachusetts Bar Association Seminar, February 1994

Panelist, "When The Worker Cannot Work: Unemployment Compensation, Workers Compensation and Employment Law," Massachusetts Bar Association Mid-year Meeting, January 1994

Panelist, "Charting The Changes," Massachusetts Defense Lawyers Association Seminar, December 1993

Chair and Panelist, "Mock Trial Of An Massachusetts Commission Against Discrimination Sexual Harassment Case," Massachusetts Continuing Legal Education Seminar, November 1993

"Legal Issues Affecting Older Job Seekers," Sixty Plus Club Seminar, November 1993

Panelist, "Implementing The Family Medical Leave Act," National Center For Continuing Education Seminar, October 1993

Panelist, "Workers Compensation And Employment Law," Massachusetts Bar Association Seminar, September 1993

Panelist, "How To Settle Your MCAD Case," Massachusetts Commission Against Discrimination Seminar, August 1993

Panelist, "Settling Your MCAD Case: A Practical Guide To Strategy And Tactics," Massachusetts Continuing Legal Education Seminar, June 1993

Panelist, "First Annual Employment Law Conference," Massachusetts School of Law Seminar, April 1993

Panelist, "Investigating A Sexual Harassment Complaint," Massachusetts Commission Against Discrimination Seminar, March 1993

Panelist, "Pretext Plus In Employment Discrimination Cases," Massachusetts Bar Association Seminar, March, 1993

Panelist, "How To Try A Discrimination Case To A Jury," Suffolk University Law School Seminar, February 1993

Panelist, "Evidentiary Issues In Employment Cases," Massachusetts Bar Association Seminar, November 1992

Panelist, "The New 1991 Civil Rights Act," Council On Education In Management Seminar, November 1992

Panelist, "Mock Trial In A Sexual Harassment Case," Council On Education In Management Seminar, November 1992

Panelist, "New Local Rules Under The Federal Civil Delay Reduction Plan," Boston Inn Of Court Seminar, October 1992

Panelist, "Motions To Dismiss In Employment Cases," Boston Bar Association Seminar, September 1992

Panelist, "Use Of Depositions In Employment Litigation," Massachusetts Continuing Legal Education Seminar, August 1992

Workshop Leader, "Ethics In A Winning Strategy: Putting Legal Ethics To Work In Litigation," National Employment Lawyers Association Annual Meeting Workshop, June 1992

Panelist, "Affirmative Action In The Nineties," American Society For Training And Development Seminar, March 1992

Panelist, "Protecting Your Rights In The Workplace," Radcliffe College Panel, March 1992

Panelist, "Sexual Harassment," Labor Relations Information System Seminar, March 1992

Panelist, "Sexual Harassment," Massachusetts Association For Law-Related Education Seminar, March 1992

Co-Chair and Panelist, "Fifth Annual Spotlight on Employment Law," Boston Bar Association Seminar, February 1992

Panelist, "Mock Trial In A Wrongful Termination Case," Massachusetts Bar Association Seminar, February 1992

Panelist, "Overqualified: Is This Label Impeding Your Job Search?," Radcliffe College Panel, December 1991

Panelist, "Employment Law: Current Issues and Trends," MBA Labor Law Section Seminar, November 1991

Panelist, "Hot Issues In Discovery," Massachusetts Bar Association Civil Litigation and Labor Law Section Seminar, October 1991

Panelist, "Contacting Employees Of An Adverse Corporate Party," Boston Inn of Court Seminar, October 1991

Panelist, "Disabilities In The Workplace: Rights Of Employee and Employer," MBA Labor Law Section Seminar, September 1991

Panelist, "Civil Rights Claims Under State Law," ALI-ABA Seminar, August 1991

Speaker, "Communicating with Employees of an Adverse Corporate Party,"

National Employment Lawyers Association Annual Meeting, June 1991

Co-Chair, "Joint Representation in Employment Cases," Massachusetts Bar Association Labor Law Section Ethics Committee Brown Bag Lunch, March 1991

Co-Chair and Panelist, "Fourth Annual Spotlight on Employment Law," Boston Bar Association Seminar, February 1991

Panelist, "Trial Practice & Procedure: Employment & Labor Law," Massachusetts Academy of Trial Attorneys, October 1990

Moderator and Panelist, "Summary Judgment in Employment Cases: A View From The Bench," Boston Bar Association Seminar, September 1990

Instructor/Critiquer, Advanced Trial Advocacy Institute, Massachusetts Continuing Legal Education Seminar, August 1990

Panelist, "Trying Employment Discrimination Cases After The 1989 Supreme Court Decisions," Massachusetts Academy of Trial Attorneys seminar, December 1989

Co-Chair, "Employment Discrimination Law After The Deluge", Massachusetts Continuing Legal Education seminar, November 1989

Co-Chair, "Client Perjury", Massachusetts Bar Association Labor Law Section Ethics Committee Brown Bag Lunch, October 1989

Panelist, "Employment Law For The Corporate Practitioner," Massachusetts Continuing Legal Education seminar, October 1989

Panelist, "Recent Decisions In Employment Discrimination Law", Massachusetts Continuing Legal Education audiotope, August 1989

Instructor/Critiquer, Annual Trial Advocacy Institute, Massachusetts Continuing Legal Education Seminar, August 1989

Chair and Panelist, "Settlement Of Wrongful Termination Cases," Massachusetts Plaintiffs Employment Lawyers Association seminar, June 1989

Chair and Panelist, "The Massachusetts Civil Rights Act After Redgrave and Bally," Massachusetts Bar Association seminar, May 1989

Panelist, "Wrongful Termination Overview," Massachusetts Bar Association Mid-Winter Meeting, January 1989

Panelist, "Basic Employment Law for the Corporate Practitioner,"
Massachusetts Continuing Legal Education seminar, November 1988

Panelist, "Surviving Motions to Dismiss and Drafting the Complaint,"
Massachusetts Academy of Trial Attorneys seminar, October 1988

Instructor/Critiquer, Annual Trial Advocacy Institute, Massachusetts
Continuing Legal Education seminar, August 1988

Panelist, "Avoiding Legal Malpractice in a Plaintiff's Labor Law Practice,"
Massachusetts Bar Association Annual Meeting, June 1988

Panelist, "Complainant's Perspective on MCAD Probable Cause Standards,"
Massachusetts Continuing Legal Education Third Annual New England
Employee Relations Conference, May 1988

Panelist, "Impossible Problems in Labor Law Practice," Massachusetts Bar
Association seminar, April 1988

Panelist, "Women in Litigation," Massachusetts Academy of Trial Attorneys
seminar," November 1987

Co-Chair, "Wrongful Termination Workshop: Avoiding Motions to
Dismiss," Plaintiffs Employment Lawyers Association seminar, November
1987

Panelist, "Developments Under The Anti-Discrimination Statutes," Plaintiffs
Employment Lawyers Association seminar, November 1987

Panelist, "Communicating with Employees of an Adverse Corporate Party
under DR 7-104 (A)(1)," Boston Bar Association seminar, January 1987

Instructor/Critiquer, Annual Trial Advocacy Institute, Massachusetts
Continuing Legal Education seminar, August 1986 Panelist, "Discovery
Strategies and Tactics," Plaintiffs Employment Lawyers Association
seminar, April 1986

Panelist, "Communicating with Employees of an Adverse Corporate Party in
Employment Litigation," Massachusetts Bar Association symposium,
February 1986

Panelist, "Legal Options for Municipal Utilities with Seabrook Investments,"
Boston Utility Bond Analysts Forum, November 1984

Panelist, "Legal Status of State and Local Regulation of Nuclear Waste
Transport," Midwest Conference on Radioactive Waste, May 1983

Panelist, "Testimony Regarding House Bill 4945" (regulating radioactive waste transport), Public Health Committee and Radioactive Materials Subcommittee of Michigan House of Representatives, December 1981

General counsel and litigation counsel to various environmental organizations in Massachusetts and Michigan 1979-1986

Director, Energy Education, Inc., 1980-1985

Director, Massachusetts Nuclear Referendum Committee, 1984-1987

PROFESSIONAL
EMPLOYMENT

MESSING, RUDAVSKY & WELIKY, P.C., Boston, MA
(current) Practice concentrates in civil litigation in areas of common-law and statutory employment rights, employment discrimination, civil rights, and business litigation in state and federal courts.

STERN AND SHAPIRO, Boston, MA (1986-1988)

WESTWATER AND HERNANDEZ, Boston, MA (1985-1986)

SCHREIBER AND ASSOCIATES, Boston, MA (1983-1985)

Of counsel. Practice emphasized trial and appellate civil litigation, primarily in employment matters and business torts.

LAW OFFICES OF ELLEN J. MESSING, Boston, MA

(1979-1980) Sole proprietor. Practice focused on representation, as special counsel, of caucus of state legislators and of citizen group in two year-long multi-party adjudicatory proceedings before Massachusetts Public Utilities Commission. Representation opposed, through expert testimony, utilities' positions on demand forecasting and on economic and financial merits of nuclear investments.

SOUTHEASTERN MASSACHUSETTS LEGAL ASSISTANCE CORP.,
New Bedford, MA (1978-1979) Staff attorney. Initiated impact litigation; represented indigent clients in civil cases; supervised all law students employed in office.

MASSACHUSETTS DEPARTMENT OF PUBLIC UTILITIES, Boston,
MA (1977-1978) Staff counsel. Presided at adjudicatory hearings and drafted decisions on customer service policies, utility investments, and utility rates; drafted consumer information manual on rate setting.

BAR
ADMISSIONS

Admitted Supreme Judicial Court of Massachusetts, 1977; U.S. District Court, District of Massachusetts, 1980; U.S. Court of Appeals, First Circuit, 1994