



Nan O'Neill - Nan is Senior Counsel in the law firm of Murphy, Hesse, Toomey & Lehane, LLP with 30 years of experience counseling and representing employers in all aspects of employment and traditional labor law.

Nan has extensive experience in the litigation of employment-related disputes, including discrimination, reasonable accommodation, sexual harassment and wrongful termination matters, before state and federal courts and administrative agencies such as the Massachusetts Commission Against Discrimination, having litigated approximately 30 cases in Massachusetts courts and the MCAD.

As an employment lawyer, in addition to the litigation of employment-related disputes, Nan counsels clients on a day-to-day basis on employment compliance issues. She drafts and reviews employment policies tailoring them to industry needs of the particular work place. Additionally, Nan frequently conducts manager training sessions on topical legal issues such as harassment, reasonable accommodation, state and federal family and medical leave laws, and other emerging legal trends. Nan is often called upon to conduct internal investigations including complaints of harassment, discrimination, and ethical violations.

Nan also advises employers regarding other issues they may face which have included fiduciary responsibility, particularly as it relates to pension and benefits, privacy issues, including protection of employee health information and confidentiality issues as they relate to internal investigations and personnel records, and copyright issues. In the pension area, Nan also has considerable experience representing public pension plans in the array of legal issues they face including selecting and monitoring investment managers, negotiating investment manager contracts, and tracking performance. She has also advised such public plans regarding members' eligibility for disability retirements. Such representation has included substantial administrative hearing experience before the Division of Administrative Law Appeals.

Nan's experience as a traditional labor lawyer includes negotiating collective bargaining agreements and representing employers in labor arbitrations, unfair labor practice proceedings, and union election and decertification proceedings. Nan has represented employers in a combined total of approximately 75 labor arbitrations and unfair labor practice cases before the National Labor Relations Board. Nan has advised companies regarding corporate campaigns, strike and contingency planning, bargaining strategies, interpreting collective bargaining agreements and obligations under the National Labor Relations Act, which apply to both non-union and union work places.

Nan was previously associated with the Boston law firm of Goodwin, Procter and Hoar and the Chicago law firm of Wildman, Harrold, Allen and Dixon. Nan is a graduate of Boston College and the Georgetown University Law Center, where she served as Articles and Notes Editor of the American Criminal Law Review and received awards for outstanding work in the study of labor law.



Sarah Spatafore – Ms. Spatafore practices primarily in the labor and employment area, representing both public and private clients. Ms. Spatafore also handles education issues on behalf of public school districts, charter schools, and private schools throughout Massachusetts. Ms. Spatafore has represented clients before a number of courts and administrative tribunals at both the state and federal level, including representing clients in trials at both the state and federal level. Ms. Spatafore also regularly represents both public and private employers on issues relating to collective bargaining, including contract negotiations, grievance hearings, and arbitrations. She regularly conducts seminars and training programs on unlawful harassment, preventing discrimination, and a variety of other labor and employment issues. Ms. Spatafore has completed all the Massachusetts Commission Against Discrimination-certified “Train-the-Trainer” courses. Additionally, Ms. Spatafore conducts internal investigations for employers on a broad range of issues, including claims of discrimination and harassment.

After graduating from Bates College, Ms. Spatafore spent a year working on a presidential campaign and then served as a presidential appointee at the National Aeronautics and Space Administration in Washington, D.C. She received her Juris Doctor, with Honors, from Boston College Law School in 2012. Prior to matriculating with the firm, Ms. Spatafore worked for a presidential campaign as a law clerk and was sent to a targeted swing state to serve as the Election Day Operations Director for the general election.



Kier Wachterhauser - Mr. Wachterhauser is a partner at MHTL. Mr. Wachterhauser represents private and public sector clients in all areas of labor and employment law and maintains a general litigation practice. Mr. Wachterhauser regularly counsels clients on employment matters, including wage and hour, leave entitlements, and discrimination and harassment matters, as well as the drafting of employment policies and contracts, and represents clients in employment-related litigation before state and federal courts and administrative bodies, such as the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission. Mr. Wachterhauser also maintains an extensive labor practice, representing public and private clients in the collective bargaining process, arbitration hearings, and proceedings in front of administrative agencies such as the National Labor Relations Board, the Civil Service Commission, and the Department of Labor Relations. Mr. Wachterhauser’s clients include health care agencies, financial institutions, food service entities, local housing authorities and other State and local governmental entities.

Mr. Wachterhauser is a regular speaker at industry and trade groups, chambers of commerce, and other organizations on a wide range of labor and employment topics. Mr. Wachterhauser also conducts workplace training for organizations of all sizes.

Mr. Wachterhauser received his Juris Doctor from Boston University School of Law, where he served as the Editor-in-Chief of the Boston University Law Review. In law school, Mr. Wachterhauser was awarded the Faculty Award for Academic Accomplishment. Prior to attending law school, Mr.

Page 3

Wachterhauser spent several years working in the consulting field, providing guidance to administrators of hospitals and universities on a variety of business-related matters. Mr. Wachterhauser received a Masters of Arts degree from Northwestern University and graduated from Swarthmore College with honors.