

Christopher B. Kaczmarek

Shareholder

One International Place
100 Oliver Street, Suite 2700
Boston, MA 02110
main: (617) 378-6000
direct: (617) 378-6017
fax: (617) 737-0052
ckaczmarek@littler.com



Focus Areas

Wage and Hour
Discrimination and Harassment
Privacy and Data Security
Class Action
Policies, Procedures and Handbooks
Home Health and Home Care

Overview

Christopher B. Kaczmarek represents employers of all sizes in matters involving a wide range of state and federal laws before state and federal administrative agencies and courts, including the New Hampshire Commission for Human Rights, the New Hampshire Department of Labor, and the Massachusetts Commission Against Discrimination. Chris regularly defends employers in litigation, including class actions, involving claims of:

- Alleged wage and hour violations
- Wrongful discharge
- Breach of contract
- Unlawful discrimination
- Harassment

He also defends and prosecutes cases involving claims of misappropriation of trade secrets and violations of non-competition and non-solicitation agreements. He has specific knowledge of the Fair Labor Standards Act, as well as state wage and hour laws. Additionally, Chris counsels employers on the steps necessary to minimize the chance of litigation.

He provides advice to employers regarding:

- Individual employment decisions
- The creation and successful implementation of effective personnel policies

- Compensation practices
- Employment agreements

Chris has written for a variety of publications and regularly gives lectures, presentations, and training sessions regarding a variety of employment law topics, including the identification and prevention of discrimination and harassment in the workplace. He is a frequent editor of the firm's wage and hour-related publications. His clients include financial services companies, retailers, hospitals and health care providers.

Before joining Littler, Chris practiced labor and employment law at another firm. He also previously clerked for the Hon. Paul J. Barbadoro, U. S. District Court for the District of New Hampshire.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Boston Bar Association
- Member, New Hampshire Bar Association
- Former Chairman, Board of Directors, Housing Families Inc.

Recognition

- Named, The Best Lawyers in America®, 2019-2025
- Order of the Coif

Education

J.D., Boston College Law School, 2000, *magna cum laude*

B.A., Syracuse University, 1993, *cum laude*

Bar Admissions

Massachusetts

New Hampshire

Courts

U.S. Supreme Court

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Massachusetts

U.S. District Court, District of New Hampshire

U.S. District Court, District of Vermont

Publications & Press

Massachusetts High Court Expands Employer Liability for Late Payment of Wages

Littler Insight

April 7, 2022

Massachusetts High Court Adopts Federal Standard for Joint Employer Liability Under State Wage and Hour Law

Littler ASAP

December 23, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Massachusetts Designates Juneteenth as a State Holiday

SHRM Online

August 5, 2020

Massachusetts Designates Juneteenth as a State Holiday, Creating a New Obligation for Many Retail Employers

Littler ASAP

July 31, 2020

Massachusetts Releases Four-Phase Reopening Plan

Littler Insight

May 19, 2020

Massachusetts Court Provides Guidance on Joint Employer Liability and the Scope of the Outside Salesperson Exemption

Littler ASAP

April 10, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

New Deadlines For Massachusetts Employers Under the Paid Family Medical Leave Program

Littler ASAP

June 14, 2019

Massachusetts Extends Critical Compliance Deadlines Under the Paid Family Medical Leave Law

Littler Insight

May 2, 2019

Massachusetts High Court Finds That Employees Who Are Exempt From Overtime Under Federal Law Are Not Necessarily Exempt Under State Law

Littler ASAP

March 18, 2019

Massachusetts Releases Proposed Family Leave Regulations

SHRM Online

February 6, 2019

Massachusetts Department of Family and Medical Leave Releases Proposed Regulations

Littler ASAP

January 25, 2019

Under WARN, and Beyond? Massachusetts High Court Holds That Failure To Pay A “Back Pay” Award Does Not Give Rise To Wage Act Liability

Littler ASAP

January 3, 2019

Frequently Asked Questions About the New Massachusetts Noncompetition Agreement Act

Littler Insight

September 5, 2018

Court Rules Federal Railway Unemployment Insurance Act Completely Preempts Massachusetts Sick Leave Law

Littler ASAP

August 15, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Massachusetts Increases Minimum Wage, Eliminates Premium Pay For Sunday Work, And Enacts New Paid Leave Program

Littler ASAP

June 29, 2018

Reminder: Massachusetts Pregnant Workers Fairness Act Goes into Effect April 1, 2018

Littler ASAP

February 8, 2018

Massachusetts High Court Rules That Sick Pay Does Not Constitute Wages Under State Law

Littler ASAP

January 31, 2018

Massachusetts High Court Rules that Investors and Board Members are not Personally Liable for Unpaid Wages Under State Law

Littler Insight

January 10, 2018

Massachusetts Expands Employers' Obligation to Accommodate Pregnant Employees

Littler ASAP

July 27, 2017

Massachusetts Supreme Judicial Court Creates Employer Obligation to Accommodate Employees Using Medical Marijuana

Littler Insight

July 19, 2017

A Retailer's Failure to Pay Time And A Half for Work Performed on Sundays And Holidays May Violate Massachusetts' Payment of Wages Law

Littler ASAP

April 24, 2017

New Mass. Pay Equity Law Prohibits Salary-History Questions

SHRM Online

August 5, 2016

Non-Competes to Stay in Massachusetts...For Now

Littler ASAP

August 1, 2016

Massachusetts Adds Teeth to Equal Pay Obligations

Littler Insight

July 28, 2016

Massachusetts Earned Sick Time Safe Harbor is Drawing to an End: Are Your Policies Compliant?

Littler ASAP

December 2, 2015

Executive Order: Federal Contractors Must Provide Paid Sick Leave

Business Management Daily

October 28, 2015

Executive Order Requires Federal Contractors to Provide Paid Sick Leave

Littler Insight

September 22, 2015

Obama Sick Leave Order Ups the Odds of Coverage for All

Law360

September 11, 2015

Paid Sick Leave for Federal Contractors Puts Firms In Regulatory Bind

Business Insurance

September 8, 2015

Federal Judge Holds FAAAA Preempts a Critical Portion of the Massachusetts Independent Contractor Law

Littler ASAP

July 13, 2015

Massachusetts Attorney General Issues Final Sick Leave Regulations

Littler Insight

June 25, 2015

Massachusetts Attorney General Issues Required Notice of Employee Rights and Clarifies the "Safe Harbor" Exemption

Littler ASAP

June 11, 2015

Massachusetts High Court Rules Real Estate Agents Not Subject to State's Stringent Independent Contractor Law

Littler ASAP

June 4, 2015

Massachusetts Attorney General Creates a "Safe Harbor" From the Requirements of the Massachusetts Sick Leave Law

Littler ASAP

May 26, 2015

Proposed Regulations Shed Light on Unanswered Massachusetts Sick Leave Questions

Little Insight

May 12, 2015

Massachusetts Extends Labor and Employment Protections to Domestic Workers

Little Insight

December 30, 2014

Paid Sick Leave Spreads to New Jurisdictions

Corporate Counsel

November 14, 2014

Voter-approved sick leave law raises many questions for new AG

Massachusetts Lawyers Weekly

November 13, 2014

Massachusetts Voters Approve Paid Sick Leave Law

Little Insight

November 7, 2014

Massachusetts' New Sick-Leave Law Presents Challenges for Employers

Society for Human Resource Management (SHRM)

November 6, 2014

Paid Sick Time Initiative's Effect on Business

New England Cable News

November 5, 2014

Review Closure-Related Pay Requirements to Avoid Penalties

Bloomberg BNA Benefits & Compensation Management Update

January 22, 2014

Federal Court Potentially Loosens Rules for Arbitrating Wage Claims in Massachusetts

Little ASAP

December 13, 2013

FLSA decision puts C-suite executives on guard

InsideCounsel

August 30, 2013

First Circuit Federal District Court Holds Automatic Meal Break Deduction Policy Does Not Satisfy Commonality Requirement for Class Certification

Littler ASAP

July 23, 2013

Second Circuit Finds CEO Individually Liable for FLSA Violations

Littler ASAP

July 15, 2013

Massachusetts Independent Contractor Law May Apply to Workers Outside Massachusetts

Littler ASAP

June 14, 2013

Recent Decisions Provide Guidance on Drafting Noncompetition Agreements under Massachusetts Law

Littler Insight

June 12, 2013

Labor & Employment Law: Unpaid Internships Pose Risks for Employers

New Hampshire Bar Association

April 19, 2013

Massachusetts High Court Rules that Discretionary Payments Do Not Extinguish Wage Claims

Littler ASAP

March 11, 2013

Massachusetts High Court Permits Employees to Release Wage Claims

Littler Insight

January 3, 2013

Massachusetts High Court Holds Wage Claim Releases Are Valid and that Overtime Can Be Recovered Under Wage Payment Law

Littler ASAP

January 3, 2013

Massachusetts Enacts Burdensome New Standards for Staffing Companies

Littler Insight

August 13, 2012

Internship Programs Present Potential Wage and Hour Risks for Employers

Littler Insight

April 19, 2012

Massachusetts Employers Face New Obligations When Conducting Background Checks Involving Criminal History Records

Little Insight

March 9, 2012

Massachusetts Court Permits No-Tipping Policy

Little ASAP

February 28, 2012

First Circuit Holds that Banquet Sales Managers Qualify for the Administrative Exemption

Little ASAP

December 8, 2011

Massachusetts Passes Legislation Protecting Transgender Employees in the Workplace

Little Insight

November 29, 2011

Federal Judge in Massachusetts Rejects the Klinghoffer Rule

Little ASAP

September 30, 2011

Massachusetts High Court Rules Wage Act's Mandatory Treble Damages Provision Does Not Apply Retroactively

Little ASAP

September 2, 2011

New Hampshire Amends Wage and Hour Laws to Permit Greater Deductions and to Adopt the Federal Minimum Wage

Little ASAP

August 12, 2011

Reporting Time Pay: A Wage and Hour Winter Wonderland

Little ASAP

January 10, 2011

Reporting Time Pay: A Wage & Hour Winter Wonderland

Little Insight

January 6, 2011

Alaska Provides Employers with Form for Reporting Nurses' Overtime

Little ASAP

November 12, 2010

Alaska Provides Employers with Form for Reporting Nurses' Overtime

Littler ASAP

November 11, 2010

New Hampshire Amends Law to Permit Certain Deductions from Wages

Littler ASAP

August 3, 2010

U.S. Department of Transportation Proposes Exemption for Drivers Transporting Ammonia

Littler ASAP

July 16, 2010

Massachusetts Overtime Law May Apply to Employees Who Work Outside the State

Littler ASAP

June 28, 2010

U.S. DOL Intends to Revise FLSA Recordkeeping Requirements

Littler ASAP

December 21, 2009

Massachusetts Court Ruling Expands the Scope of Damages Available to Employees Misclassified as Independent Contractors

Littler Insight

September 7, 2009

Massachusetts Court Ruling Expands the Scope of Damages Available to Employees Misclassified as Independent Contractors

Littler ASAP

September 3, 2009

New Massachusetts Decision Finds that General Arbitration Provisions Do Not Cover Discrimination Claims

Littler Insight

August 19, 2009

Indiana Adopts New Minimum Wage Poster Requirements

Littler ASAP

May 7, 2009

Littler Mendelson Announces Twenty-Seven Newly Elevated Shareholders

Littler Press Release

January 8, 2009

Littler Boston Expands Again with Addition of Three Accomplished Employment Attorneys

Littler Press Release

November 11, 2005

Massachusetts Courts Permit No Tipping Policy and Limit the Scope of the Restaurant Exemption

Littler ASAP

Speaking Engagements

2024 Massachusetts Employment Law Update

June 13, 2024

2023 New England Regional Employer Conference

Boston, MA

November 14, 2023

Are You in Compliance? Making Sense of Recent Changes to Federal and Massachusetts Employment Law

June 15, 2023

2022 New England Regional Employer Conference

Boston, MA

November 15, 2022

Employment Law Update: Navigating the New Normal

June 16, 2022

2021 New England Virtual Employer Conference

November 9, 2021

New Year, New Problems - How To Deal with Recent Changes in Employment Law

June 3, 2021

COVID Vaccine Considerations for Massachusetts Employers

February 24, 2021

2020 Virtual New England Employer

November 5, 2020

Return to Work in Massachusetts – Managing the Next Phase of the Pandemic

May 13, 2020

Worst Case Scenarios - How to Deal With the Most Difficult Workplace Situations

Boston, MA
April 9, 2020

New England Update

2019 New England Employer Conference, Newton, MA
September 27, 2019

Massachusetts Paid Family Medical Leave: Updated Deadlines and Other Critical Information for Employers

Boston, MA
July 22, 2019

Paid Family and Medical Leave, Marijuana, and Other Hot Topics For Massachusetts Employers

Boston, MA
April 11, 2019

Navigating Uncharted Waters: The New Massachusetts Noncompetition Law

September 17, 2018

2018 Employment Law Update

Boston, MA
June 8, 2018

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Boston, MA
March 28, 2018

2017 New England Employer Conference

Boston, MA
October 27, 2017

Employment Law Update

Boston, MA
April 4, 2017

Massachusetts Pay Equity: What You Need to Know

September 30, 2016

Employment Law Update: Navigating a Changing Landscape

Boston, MA
June 24, 2016

Cutting Edge Issues in Employment Law - Including Cat's Paw Liability

18th Annual Employment Law Conference - Massachusetts Continuing Legal Education, Inc. (MCLE), Boston, MA
December 4, 2015

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now?

Boston, MA
November 5, 2015

Employment Law: Navigating a Changing Landscape

Boston, MA
June 5, 2015

Massachusetts Voters Said Yes To Paid Sick Leave... Now What?

December 17, 2014

When to Settle, Waivers That Work, and Other Thorny Issues When Settling, Including the Medicare Secondary Payer Act

17th Annual Employment Law Conference - Massachusetts Continuing Legal Education, Inc. (MCLE), Boston, MA
December 5, 2014

Plaintiff's and Defense Perspectives

Litigating Employment Cases - New Hampshire Bar Association, Concord, NH
October 17, 2014

Employment Law: Trends, Threats and Tactics in 2014

Boston, MA
May 21, 2014

Expanded FLSA Liability: Responding to the New Threat to CEOs, Directors and Joint Employers

Strafford Information Solutions
March 12, 2014

Employment and Labor Law Survey

34th Annual Labor and Employment Law Spring Conference - Massachusetts Bar Association, Boston, MA
June 5, 2013

Employment and Human Resource Issues

Administrative and Legal Issues Seminar - American Association of Port Authorities, Boston, MA
April 9, 2013

2013 Employment Law Update

Boston, MA

February 27, 2013

The Next Wave: Wage & Hour Class Actions in Massachusetts

Boston, MA

June 2, 2009