

## Michael Mankes

Shareholder

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## Focus Areas

Wage and Hour  
Class Action  
International Employment Law  
Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Littler Pay Equity Assessment

## Overview

Michael Mankes represents management in all matters of employment and labor law, with particular emphasis in:

- Wage and hour law
- Wrongful termination cases
- The intricacies of disability and leave laws and compliance
- Federal and state discrimination and harassment claims
- Litigation prevention measures

Michael has experience investigating and handling various administrative charges before the Equal Employment Opportunity Commission (EEOC), Department of Fair Employment and Housing (DFEH), National Labor Relations Board (NLRB), and Massachusetts Commission Against Discrimination (MCAD). Appearing regularly in federal and state courts, he often works with retail businesses and international clients and handles single-plaintiff and class action law suits and jury trials, particularly with claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act

Michael also routinely conducts comprehensive wage and hour audits and defends management in wage and hour class action litigation. He advises global corporations on legal issues associated with hiring and retaining United States employees, including:

- Compensation structure
- Other wage and hour issues
- Compliance with antidiscrimination laws
- Noncompete and trade secret issues

He also has extensive experience conducting pay equity audits for all types of employers, and helped develop the Littler Pay Equity Assessment™. His practice includes counseling employers on a broad range of state and federal issues related to pay equity, from compliance, to updating policies and job descriptions, to training managers and recruiters, and more.

Additionally, Michael has authored publications on a variety of labor and employment subjects, including diversity, employee handbooks and the legality of employee participation committees. He formerly served as the office managing shareholder of Littler's offices in Boston, Providence and Portland. He is a former member of the Associates Committee.

During law school, Michael served as a summer clerk for a U. S. District Court judge and was an intern at the NLRB. He was a member of the *Comparative Labor Law Journal*.

## Recognition

- Named, The Best Lawyers in America®, 2018-2025

## Education

J.D., University of Pennsylvania Law School, 1995

B.S., Cornell University, 1992, *With Honors*

## Bar Admissions

Massachusetts

## Publications & Press

**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

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

*Littler Press Release*

August 15, 2019

**"At-Will" Employment: Is It As Easy To Sack A U.S. Employee As You've Heard?**

*VSHRM Online*

September 4, 2018

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

*Littler Press Release*

August 15, 2018

**The State's New Pay-Equity Law Takes Effect Soon, and Lawyers Say Many Businesses Aren't Ready**

*Boston Business Journal*

March 22, 2018

**Massachusetts Attorney General Publishes Long-Anticipated Guidance on the Revised Pay Equity Law**

*Littler Insight*

March 5, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Agreement's Class Action Waiver Can't Be Enforced**

*Massachusetts Lawyers Weekly*

August 11, 2016

**Three Big Questions Lawyers Have About the New Massachusetts Pay-Equity Law**

*Boston Business Journal*

August 2, 2016

**Final overtime regulations less drastic than feared**

*Massachusetts Lawyers Weekly*

May 26, 2016

**The Rise (and Risks) of Mandatory Arbitration Agreements**

*Massachusetts Lawyers Weekly*

March 31, 2016

**Copa Mundial: World Cup and the Workplace**

*Littler Insight*

June 7, 2010

**Massachusetts Mandates Treble Damages for Wage Violations**

*Littler Insight*

April 24, 2008

**NLRB Rules That Employers May Implement a Corporate E-Mail Policy That Has the Effect of Barring Union-Related Communications**

*Littler Insight*

December 28, 2007

**Despite Victory for Employer, NLRB Decision Reminds Employers That Improper Handbook Language Can Overturn Election Results**

*Littler Insight*

March 14, 2005

**Speaking Engagements**

**Going Stateside - An Employment Law Roadmap for Success**

London

March 13, 2019

**Pay Equity**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**The Thrill of Victory and the Agony of Defeat: Strategies that Work (and Don't) When Defending and Preventing Class and Collective Actions**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

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

Pittsburgh, PA

April 12, 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

**Workplace Enforcement in Flux**

JAMS & Massachusetts Lawyers' Weekly, Boston, MA

October 24, 2017

**Gender Pay Disparity: The State Legislatures Are Taking Charge**

2016 New England Employer Conference, Burlington, MA

October 13, 2016

**Massachusetts Pay Equity: What You Need to Know**

September 30, 2016

**Retail Industry Roundtable**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**Closing the Gender Pay Gap: The Role of State Fair Pay Laws**

The 2016 Executive Employer® Conference

May 5, 2016

**The Next Wave: Wage & Hour Class Actions in Massachusetts**

Boston, MA

June 2, 2009

**Books & Book Chapters**

- EU & International Employment Law, *Jordan Publishing*, Contributor
- Littler Mendelson on Employment Class Actions, *LexisNexis*