

Michelle De Oliveira

SHAREHOLDER

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OVERVIEW

Michelle De Oliveira is a shareholder of the firm and a member of the **Employment Law Group**.

A significant aspect of Michelle's practice is devoted to providing businesses and human resources professionals with day-to-day employment law counsel and advice on issues such as, wage and hour, hiring practices, employee discipline, employee terminations, leaves of absence, allegations of discrimination or harassment, reasonable accommodation requests, and any other personnel-related issue that may arise.

Her practice also includes drafting and reviewing employee handbooks and policies, and conducting internal investigations in response to discrimination, harassment, or other employee misconduct allegations. Given Michelle's keen eye for compliance and breadth of experience working with businesses to mitigate potential litigation-related risks when addressing personnel matters, Michelle often conducts trainings on issues such as discrimination and harassment prevention, as well as best management practices.

Michelle advises clients, both employers and individuals, on employment agreements, restrictive covenants, and separation agreements.

Though always poised to resolve matters outside of court, Michelle represents clients in litigation before state and federal courts, administrative agencies—including the Massachusetts Commission Against Discrimination—and other appropriate forums, and resolves matters through alternative dispute resolution when appropriate.

Michelle also maintains a general litigation practice, representing clients in commercial litigation matters. Business professionals appreciate Michelle's analytical approach to understanding the facets to their business disputes.

A regular presenter at seminars and training sessions, Michelle frequently publishes articles on an array of employment-related topics, has co-authored a chapter for Massachusetts Continuing Legal Education on Massachusetts' independent contractor statute, and has been quoted in *Massachusetts Lawyers Weekly*.

Associations & Organizations

- Associated Builders and Contractors Human Resources Committee
 - Co-Chair (2023 – present)
- Massachusetts Bar Association

PRACTICE AREAS

Employment Law
Litigation

EDUCATION

J.D., Northeastern University
School of Law

B.S., Northeastern University

ADMISSIONS

- Massachusetts

- Co-Chair, Annual Labor & Employment Law Conference
- PMFL Working Group Member
- Chair, Labor & Employment Section Council (2021-2023)
- Vice Chair, Labor & Employment Section Council (2020-2021)
- Northeastern University School of Law's Alumni/ae Association Board of Directors

Honors & Awards

- Recognized as Top Labor & Employment attorney by *Boston* magazine (2024, 2025)
- *Best Lawyers*, Employment Law – Management (2022, 2025)
- Recognized as a Massachusetts Super Lawyer (2023-2025)
- Recognized as Massachusetts Super Lawyer Rising Star (2017-2022)