Nan O’Neill

Kier Wachterhauser

Sarah Spatafore

Michael Macarro

Paul King

Kathryn Murphy

**Nan O’Neill** - Ms. O’Neill is Senior Counsel in the law firm of Murphy, Hesse, Toomey & Lehane. Her emphasis is in labor and employment law. Ms. O’Neill provides regular guidance and counseling to clients in governance, regulatory, and employment matters. She has extensive experience in litigation and arbitration of employment related disputes, including discrimination, sexual and other workplace harassment, and wrongful termination matters, before state and federal courts and administrative agencies such as the Massachusetts Commission Against Discrimination. Ms. O’Neill also represents clients in collective bargaining negotiations. She counsels clients on a day-to-day basis on employment related matters.

Ms. O’Neill who has successfully completed MCAD-Certified Train the Trainer modules including the Harassment Program. She frequently conducts training sessions on topical legal issues such as harassment, disability, FMLA, and other emerging legal trends. Ms. O’Neill also conducts internal investigations on a wide range of matters, including discrimination and compliance issues.  She has also authored several articles on subjects which include discrimination, drug testing, and legal updates. She was previously associated with the Boston law firm of Goodwin, Procter and Hoar and the Chicago law firm of Wildman, Harrold, Allen and Dixon. Ms. O’Neill 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.

**Kier Wachterhauser -** Mr. Wachterhauser represents private and public sector clients in all areas of labor and employment law, and also maintains a general litigation practice. Mr. Wachterhauser regularly counsels clients on employment matters, including discrimination and harassment, wage and hour, and leave law matters, drafts 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 clients in the collective bargaining process, arbitration hearings, and proceedings in front of administrative agencies such as the Civil Service Commission and Department of Labor Relations.

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. 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.

**Sarah C. Spatafore** – Ms. Spatafore is an attorney with the firm. She practices primarily in the labor and employment area, representing both public and private clients.  Ms. Spatafore spends a large portion of her practice on education issues.  She currently represents several public schools, regional school districts, and educational collaboratives throughout the state on general education matters, including collective bargaining, employee relations, employee discipline, policies, and student issues Ms. Spatafore has represented clients before a number of courts and administrative tribunals at both the state and federal level.  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.

Ms. Spatafore graduated from Bates College. Prior to attending law school, 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 law school, Ms. Spatafore interned at the Massachusetts Superior Court. As a law student, Ms. Spatafore was a member of the Jessup International Moot Court team.  The team won the Northeast Super Regional Competition and, in the Jessup Cup International Rounds, Ms. Spatafore individually placed 3rd among several hundred oralists. She was a co-recipient of the third year best oralist award at Boston College Law School.  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.

**Michael J. Maccaro** - Mr. Maccaro represents employers in both the public and private sector, acting as both labor counsel and general counsel to governmental bodies, including numerous school districts.  Mr. Maccaro’s labor law practice includes representing employers in contract negotiation, collective bargaining matters, grievance administration and arbitration, and in proceedings before the Massachusetts Department of Labor Relations and the National Labor Relations Board.  Mr. Maccaro’s employment law practice includes defending employers in a wide range of workplace claims, including claims of employment discrimination, retaliation, and wrongful discharge before the Massachusetts Commission Against Discrimination, and other enforcement agencies.  Mr. Maccaro has successfully represented clients before the Division of Unemployment Assistance, the Civil Service Commission, the Massachusetts Superior Court, and the Massachusetts Appeals Court.

Prior to joining MHTL, Mr. Maccaro served as an Associate General Counsel for a large public sector labor union, where he litigated over one hundred arbitration cases.  Following law school, Mr. Maccaro served as a Law Clerk to the Justices of the Superior Court.  Mr. Maccaro has served as an Adjunct Professor at Massachusetts School of Law where he taught legal writing.   Mr. Maccaro regularly speaks to employers on matters such as collective bargaining obligations, employment practices, and drafting of workplace policies.  Mr. Maccaro currently serves on the Executive Board of the Labor Employment Relations Association.

Mr. Maccaro is a member of the bar of Massachusetts and is admitted before the federal District

Court in Massachusetts.  Mr. Maccaro graduated from Bates College with a Bachelor of Science degree in Biological Chemistry.  He received his law degree from Northeastern University.

**Paul King** - Mr. King’s practice is focused on the areas of labor and employment law in the public and private sector, education law, and litigation.  Mr. King has represented clients in collective bargaining negotiations, before administrative bodies, and in federal and state courts.  Prior to joining the firm, Mr. King served as a Senior Law Clerk to the Justices of the Massachusetts Superior Court, where he directly assisted judges in all phases of civil and criminal litigation.

**Kathryn M. Murphy** - Ms. Murphy practices in the employment and labor law areas.  She has many years of experience representing employers in matters involving employment discrimination, wage and hour, contracts, whistleblowing, and other employment-related concerns.  Ms. Murphy’s practice also focuses upon working proactively with employers to address matters before legal disputes arise.  She provides training, day-to-day counseling in employment areas, development of policies and procedures, conducts employer investigations and provides other advisory services.

Prior to joining the firm, Ms. Murphy worked for several years with the Office of the Attorney General of the Commonwealth of Massachusetts, initially as a financial investigator in the Public Protection area, and later as an Assistant Attorney General in the Fair Labor Division where she handled criminal and administrative enforcement of labor laws including wage and hour matters.

Prior to practicing law, Ms. Murphy practiced as a Certified Public Accountant.  In 2011, Ms. Murphy obtained a Senior Professional Human Resource (SPHR) certification in 2011.