**ATTORNEY BIOGRAPHIES**

**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. 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 Spatafore** – Ms. Spatafore is a Partner at the firm.  She practices primarily in the labor and employment area, representing both public and private clients.  Ms. Spatafore also handles education 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 in 2007.  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 2012. 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.

**Nan O’Neill** - Ms. O’Neill is a Partner at the firm with 30 years of experience counseling and representing employers in all aspects of traditional labor law and employment. She has extensive experience in labor arbitration and litigation of employment-related disputes, including discrimination, sexual harassment and wrongful termination matters, before state and federal courts and administrative agencies such as the Massachusetts Commission Against Discrimination.

Ms. O’Neill’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, with a concentration on acute care hospitals. Ms. O’Neill’s labor arbitration experience in the acute care hospital arena amounts to 50 or more labor arbitrations. In addition to grievance and arbitration proceedings, Ms. O’Neill has advised companies regarding corporate campaigns, strike and contingency planning, bargaining strategies, interpreting collective bargaining agreements and obligations under the National Labor Relations Act.

As an employment lawyer, in addition to the litigation of employment-related disputes, Ms. O’Neill 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, Ms. O’Neill 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. For example, Ms. O’Neill is co-chairing a regional symposium on opioids in the workplace in late February 2019. Ms. O’Neill is often called upon to conduct internal investigations including complaints of harassment, discrimination, and ethical violations.

Ms. O’Neill 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.

**Kathryn M. Murphy** - Ms. Murphy is a Partner at the firm and 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 conducts internal investigations on behalf of employers, provides training, day-to-day counseling in employment areas, development of policies and procedures, and 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.

Ms. Murphy has been and continues to remain actively involved in professional groups where she shares her knowledge of employment laws, and similarly is able to learn from others.  Ms. Murphy speaks regularly for trade associations and groups.

Ms. Murphy obtained a Senior Professional Human Resource (SPHR) certification in 2011. Prior to practicing law, Ms. Murphy practiced as a Certified Public Accountant.  Ms. Murphy graduated *cum laude* from Suffolk University Law School.

**Michael J. Maccaro** - Mr. Maccaro’s practice is focused on the areas of labor and employment in the public and private sector, litigation, and employee benefits. Following law school, Mr. Maccaro served as a Law Clerk to the Justices of the Superior Court for two years. Prior to joining Murphy, Hesse, Toomey & Lehane LLP, Mr. Maccaro served as Associate General Counsel for a large public sector labor union.  He has litigated numerous matters, negotiated hundreds of contracts and has argued before various state courts, appellate courts, and administrative agencies throughout New England.  Mr. Maccaro has served as an Adjunct Professor at the Massachusetts School of Law where he has taught legal writing and appellate advocacy. Mr. Maccaro speaks in front of various profit and nonprofit professional groups regarding labor updates. He is the 2019 recipient of the Cushing-Gavin Award for excellence in providing management labor relations legal counsel. Attorney Maccaro is also involved with training new lawyers on arbitration best practices.

Mr. Maccaro graduated from Bates College in 1996 with a Bachelor of Science degree in Biological Chemistry.  He received his Juris Doctor in 2004 from Northeastern University School of Law.

**Paul G. King** - Mr. King’s practice is primarily 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. Mr. King routinely handles employee disciplinary matters and represents employers during arbitrations. Mr. King conducts investigations into workplace misconduct such as sexual harassment and discrimination. In addition, he represents school districts and school committees in a variety of matters, including labor disputes as well as responding to complaints under the Open Meeting Law and the Public Records Law. 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 all over the state in all phases of civil and criminal litigation.

Mr. King graduated with the highest distinction from Suffolk University in 2013 with a Bachelor of Science degree in Government.  He received his Juris Doctor in 2016 from Suffolk University Law School, where he served as an Article Editor of the Suffolk University Law Review and received the Fuchs Labor Law Memorial Prize for his academic achievements in the field of labor law.  While in law school, Mr. King served as a judicial intern in the Massachusetts Superior Court, as an intern in the Labor Relations Department of the Massachusetts Port Authority, and he participated in a program that investigated housing discrimination in conjunction with the Massachusetts Attorney General’s Office.