**Michael J. Maccaro, Partner -** 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.

**Rachel L. Millette, Associate -** Ms. Millette practices in the areas of labor and employment and municipal law. In her labor and employment practice, Ms. Millette represents both private and public employers. She has participated in collective bargaining matters, grievance administration and arbitration, and matters before a number of state and federal agencies, including the Massachusetts Department of Labor, the National Labor Relations Board, and the Massachusetts Commission Against Discrimination. In her municipal practice, Ms. Millette has done work in the areas of land use, public records, open meeting law, and conflict of interest law. Ms. Millette has also represented municipalities in various litigation matters, including zoning enforcement and contract disputes.

  Ms. Millette graduated summa cum laude from Boston College in 2016 with a Bachelor of Arts in Political Science and a minor in French. She received her Juris Doctorate from Northeastern University School of Law in 2019. During law school, Ms. Millette participated in the Prisoners’ Rights Clinic and was a member of the Law Review. She held internships at the United States District Court for the District of Massachusetts working with Magistrate Judge Kelley and at Veterans Legal Services in Boston. Prior to joining the firm full time, Ms. Millette served as a summer associate at MHTL during her time in law school. She is a member of the Massachusetts Municipal Lawyers Association.

  Ms. Millette is admitted to practice in the Commonwealth of Massachusetts and the United States District Court for the District of Massachusetts.

**Kathryn M. Murphy, Partner -** 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 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 obtained a Senior Professional Human Resource (SPHR) certification in 2011. Prior to practicing law, Ms. Murphy practiced as a Certified Public Accountant (CPA).

**Nan O’Neill, Partner -** Nan is a partner in the law firm of Murphy, Hesse, Toomey & Lehane, LLP with 30 years of experience counseling and representing employers in all aspects of employment and traditional labor law.

Nan has extensive experience in the litigation of employment-related disputes, including discrimination, reasonable accommodation, sexual harassment and wrongful termination matters, before state and federal courts and administrative agencies such as the Massachusetts Commission Against Discrimination, having litigated approximately 30 cases in Massachusetts courts and the MCAD.

As an employment lawyer, in addition to the litigation of employment-related disputes, Nan 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, Nan 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. Nan is often called upon to conduct internal investigations including complaints of harassment, discrimination, and ethical violations.

Nan also advises employers regarding other issues they may face which have included fiduciary responsibility, particularly as it relates to pension and benefits, privacy issues, including protection of employee health information and confidentiality issues as they relate to internal investigations and personnel records, and copyright issues. In the pension area, Nan also has considerable experience representing public pension plans in the array of legal issues they face including selecting and monitoring investment managers, negotiating investment manager contracts, and tracking performance. She has also advised such public plans regarding members’ eligibility for disability retirements. Such representation has included substantial administrative hearing experience before the Division of Administrative Law Appeals.

Nan’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. Nan has represented employers in a combined total of approximately 75 labor arbitrations and unfair labor practice cases before the National Labor Relations Board. Nan has advised companies regarding corporate campaigns, strike and contingency planning, bargaining strategies, interpreting collective bargaining agreements and obligations under the National Labor Relations Act, which apply to both non-union and union work places.

Nan was previously associated with the Boston law firm of Goodwin, Procter and Hoar and the Chicago law firm of Wildman, Harrold, Allen and Dixon. Nan 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.

**Sarah C. Spatafore, Partner -** Ms. Spatafore is a partner with 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. Ms. Spatafore regularly advises clients on a variety of issues related to labor and employment, represents clients on issues related to collective bargaining, grievances, and arbitrations, and has conducted numerous workplace investigations both for existing clients and also as an outside investigator. She regularly conducts seminars, legal updates, 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.

**Kier Wachterhauser, Partner -** 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.