



John D. Doran

Shareholder

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Focus Areas

Labor Management Relations
Healthcare
Training - Compliance, Ethics, Leadership
Discrimination and Harassment
Policies, Procedures and Handbooks

Overview

John D. Doran's practice focuses exclusively on representing management in labor and employment matters, including:

- Department of labor investigations
- Proceedings before the National Labor Relations Board
- Labor arbitrations
- Collective bargaining

John appears in federal and state courts in Rhode Island and Massachusetts and before the Equal Employment Opportunity Commission, the Rhode Island Commission for Human Rights, and other state human rights agencies. He also defends employers against discrimination claims based on race, sex, age, religion, national origin and disability and handles matters related to:

- Title VII of the Civil Rights Act
- The National Labor Relations Act
- The Rhode Island Fair Employment Practices Act
- The Rhode Island Civil Rights Act

In the area of traditional labor law, John has handled seven unfair labor practice trials, dozens of arbitrations, four strikes and numerous other near-strikes. He also has extensive collective bargaining experience and handled one of the first full first contract interest arbitrations pursuant to a UNITE-HERE neutrality agreement.

In addition, John regularly advises clients on and litigates cases involving a myriad of employment-related issues, including:

- The Fair Labor Standards Act
- The Family and Medical Leave Act
- The Americans with Disabilities Act
- Hiring and firing policies
- Employment agreements
- Employment manuals

John is on the faculty of the National Business Institute and regularly speaks at seminars and conferences on labor and employment topics. He is a contributing author for the Practical Law Company, an online subscription service that provides in-house counsel access to legal materials and resources written by attorneys in law firms.

Prior to working at Littler Mendelson, John spent three years at the Department of Labor.

Professional and Community Affiliations

- Member, Massachusetts Bar Association
- Member, Rhode Island Bar Association

Recognition

- Named, Recognised Practitioner, *Chambers USA*, 2017, 2020
- Named, The Best Lawyers in America®, 2019-2022

Education

J.D., Suffolk University, 1997, *cum laude*

B.S., Boston College, 1992

Bar Admissions

Rhode Island

Massachusetts

Publications & Press

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 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

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

Littler Press Release

August 15, 2018

How To Hold A Holiday Party Without Inviting Legal Hassles

Law360

December 2, 2015

2nd Cir. Social Media Ruling Has Broader Effect

BNA's Health Law Reporter

November 5, 2015

Rhode Island Enacts Legislation Requiring Accommodations for Pregnant Employees

Littler Insight

July 15, 2015

NLRB Says Companies Violated Labor Laws In Barring Wearing of Union Buttons, Stickers

Bloomberg BNA's Health Law Reporter

June 11, 2015

Hospital/Physician Alignment, Health IT Top List of Health Law Issues for 2015

Bloomberg BNA BNA's Health Law Reporter™

January 8, 2015

Executive Suite 12/7/2014: Sons of Liberty Whiskey; RI Employment Law

FOXProvidence.com

December 7, 2014

Order Striking Provisions of Hospital Code Of Conduct Provides Lessons for Employers

Bloomberg BNA Health Law Reporter™

February 6, 2014

Plan Regulation, Medicaid Top List of Issues for 2014 Amid ACA Uncertainty

Bloomberg BNA Daily Report for Executives™ Special Report

January 14, 2014

Health Plan Regulation, Medicaid Top List Of Issues for 2014 Amid ACA Uncertainty

Bloomberg BNA Health Law Reporter

January 9, 2014

NLRB Ruling On Class Action Waivers In Arbitration Agreements Rejected on Appeal

Bloomberg Law, BNA's Health Law Reporter

December 19, 2013

Rhode Island Enacts Paid Temporary Caregiver Leave Law

Littler Insight

August 21, 2013

Circuit Court Affirms Healthcare Facilities' Single Employer Status Under NLRA

Littler ASAP

April 15, 2013

NLRB Continues to Assert Its Influence Over Non-Union Employees

Littler ASAP

December 31, 2012

Board Chips Away at Beck Rights

Littler ASAP

December 31, 2012

Massachusetts Joins Growing Number of States to Prohibit Mandatory Overtime For Nurses, as Well as Ban Use of Government Funds in Unionization Efforts

Bloomberg BNA Health Law Reporter

November 15, 2012

Massachusetts Healthcare Bill Bans Mandatory Overtime for Nurses and Limits Spending to Oppose Unionization

Littler Insight

August 9, 2012

NLRB Opens the Door for Off-Duty Employees to Engage in Organizing Activity

Littler Insight

July 23, 2012

Potential HIPAA Violation Leads to \$750,000 Settlement

Littler ASAP

June 8, 2012

Board Highlights High Risk Associated with Lockouts

Littler ASAP

August 11, 2011

NFL Owners and Players Move Contract Dispute to the Legal Trenches

Littler ASAP

March 15, 2011

SEIU Delivers Potentially Fatal Blow to Upstart Rival

Littler ASAP

October 11, 2010

Multi-Million Dollar Defamation Award Against Unite-Here Overturned

Littler ASAP

August 3, 2010

Littler Mendelson Announces 13 Newly-Elevated Shareholders

Littler Press Release

January 19, 2010

Major Merger of Nursing Unions to Shake Up Health Care

Littler Insight

February 25, 2009

Rhode Island Becomes the 10th State to Prohibit Mandatory Overtime for Nurses

Littler Insight

November 30, 2007

Speaking Engagements

COVID-19 Vaccinations: To Mandate or Not to Mandate and Other Pressing Questions

Providence, RI

April 8, 2021

The Rhode to Recovery

April 22, 2020

2019 Rhode Island Employment Update

Providence, RI

May 21, 2019

2018 Rhode Island Employment Law

Providence, RI

May 15, 2018

2018 Rhode Island Employment Law

Providence, RI

May 15, 2018

Rhode Island Employment Law Update

Providence, RI

May 2, 2017

Leaves of Absence: The Ongoing Challenges of Complying with the ADA and FMLA

2016 New England Employer Conference, Burlington, MA

October 13, 2016

DOL's Proposed Changes to the White Collar Regulations: What Should Employers Do Now??

Providence, RI

September 15, 2015

Rhode Island Employment Law Update

Providence, RI

May 22, 2014

Legislative Update

Association for Healthcare Human Resources Administration of RI (AHRARI), Providence, RI

November 21, 2013

NLRB Update: Recent Developments Under the New NLRB

Boston, MA

June 14, 2012

The 2011 Littler Health Care Summit

New York, NY

June 8, 2011

The Employee Free Choice Act (EFCA): A Sea Change of Interest to All Employers

Boston, MA

October 15, 2008

The Employee Free Choice Act (EFCA): A Sea Change of Interest to All Employers

Providence, RI

October 14, 2008

Books & Book Chapters

- *Developing Labor Law*, contributing editor, BNA, 2010-2011