



## Melinda (Mindy) J. Catherine

Shareholder

One Monument Square  
456 Congress Street, Suite 600  
Portland, ME 04101  
main: (207) 774-6001  
direct: (207) 699-1123  
fax: (207) 775-6407  
mcatherine@littler.com

One International Place  
100 Oliver Street, Suite 2700  
Boston, MA 02110  
main: (617) 378-6000  
fax: (617) 737-0052  
mcatherine@littler.com



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### Focus Areas

Whistleblowing, Compliance and Investigations  
Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Healthcare  
Retail  
Financial Services  
Energy  
Emerging Companies and Venture Capital

### Overview

Melinda (Mindy) J. Catherine represents management in employment disputes before federal and state courts and agencies throughout New England. Her practice includes defending employers in matters involving:

- Sexual harassment
- Employment discrimination
- Retaliation
- Wrongful discharge
- Employment contract dispute cases

Mindy also conducts training on numerous employment issues, such as:

- Harassment
- Wage and hour compliance
- Reductions-in-force
- Leaves of absence
- Discipline and discharge

In addition to her practice, Mindy has taught a course on employment discrimination as an adjunct professor at the University of Maine School of Law.

## Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Management Co-Chair, Publications Committee, Labor and Employment Law Section, American Bar Association
- Member, Employee Rights and Responsibilities Committee, Labor and Employment Law Section, American Bar Association
- Member, Leadership Development Program, American Bar Association, 2011
- Member, Maine State Bar Association
- Co-Chair, Women's Law Section, Maine State Bar Association, 2007 and 2008
- Member, New Hampshire Bar Association
- Member, Board of Directors, National Conference of Women's Bar Associations, 2009-2015
- Member, Board of Directors, Maine State Chamber of Commerce
- Member, Labor & Employment Innovation and Technology Board, Bloomberg BNA

## Recognition

- Named, Lawyer of the Year, Litigation - Labor and Employment, Portland, ME, *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America®, 2010-2024
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Ranked, Labor & Employment, *Chambers USA*, 2007-2008, 2010-2023
- Named, Top 10 Most Influential Labor & Employment Lawyers in Maine, *Business Today*, 2023
- Named, Super Lawyer, New England, *Super Lawyers*, 2010-2019
- Awarded, Client Choice Award, *Lexology and Association of Corporate Counsel*, 2013-2015
- Named, International Who's Who of Management Labour and Employment Lawyers, *Who's Who Legal*, 2013-2019
- Fellow, *College of Labor & Employment Lawyers*, Inducted 2016
- Fellow, *American Bar Foundation*, Inducted 2008
- Named, Who's Who Legal: Labour & Employment, 2017

## Education

J.D., Notre Dame Law School, 1990

B.A., Bowdoin College, 1987, *With Honors*

## Bar Admissions

Maine

Massachusetts

New Hampshire

Vermont

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of Maine

U.S. District Court, District of Massachusetts

U.S. District Court, District of New Hampshire

U.S. District Court, District of Vermont

## Publications & Press

### **Maine Legislative Roundup: New Employment Laws Were Enacted This Session**

*Little Insight*

July 14, 2023

### **Maine Poised to Enact Sweeping Paid Family and Medical Leave Law**

*Little Insight*

July 5, 2023

### **Little Recognized in 2023 Chambers USA Guide**

*Little Press Release*

June 6, 2023

### **Little Ranked in Chambers USA Guide 2022**

*Little Press Release*

June 1, 2022

### **Amended Maine Law Will Require Vacation Payout When Employment Ends**

*Little ASAP*

April 22, 2022

### **Best Lawyers in America® 2022 Edition Honors More Than 240 Little Lawyers**

*Little 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

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

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

*Littler Press Release*

August 15, 2018

**Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide**

*Littler Press Release*

June 5, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Employers in This State Can't Reject Job Applicants 'Solely' for Smoking Pot**

*SHRM Online*

February 16, 2018

**Maine Employers Must Ignore Off-Work Marijuana Use, Cease Testing Applicants**

*Littler ASAP*

January 30, 2018

**Littler Attorneys Named in 2017 Who's Who Legal Guide**

*Littler Press Release*

September 28, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**Maine Delays Effective Date of Anti-Discrimination Provisions of Recreational Marijuana Law**

*Littler ASAP*

March 17, 2017

**College of Labor and Employment Lawyers Names Two Littler Attorneys as Fellows**

*Littler Press Release*

November 16, 2016

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Littler Press Release*

August 16, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Vermont Becomes the Fifth State to Pass Paid Sick Leave Legislation**

*Littler Insight*

March 23, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Littler Press Release*

August 18, 2015

**Maine Enacts Law Restricting Employer Access to an Employee's or Job Applicant's Social Media Accounts**

*Littler ASAP*

August 17, 2015

**Chambers USA Recognizes Littler and Its Attorneys**

*Littler Press Release*

May 20, 2015

**Littlel Expands New England Presence with Office in Portland, Maine**

*Littlel Press Release*

February 2, 2015

**Your Business: Make your social media policy clear**

*Portland Press Herald*

January 25, 2011

## **Speaking Engagements**

**2023 New England Regional Employer Conference**

Boston, MA

November 14, 2023

**Mental Illness and the ADA: What Employers in the Retail Industry Need to Know**

July 19, 2016

**Vermont Enters the Paid Sick Leave Fray: What Employers Need to Know in Order to Comply with the New Law**

May 17, 2016

**Advanced Accommodation Issues: Accommodating Mental/Cognitive Disabilities and Chronic Episodic Conditions in the Workplace**

8th Annual Labor and Employment Law Conference, Section of Labor and Employment Law - American Bar Association, Los Angeles, CA

November 6, 2014

**Can Employees be Disciplined for Off-Duty Conduct**

Annual Meeting, Section of Labor and Employment Law – American Bar Association, New Orleans, LA

November 9, 2013

**The Government Cares About My Profile? Latest Trends in Federal Regulation of Social Media**

6th Annual Labor and Employment Law Conference, Section of Labor and Employment Law - American Bar Association, Atlanta, GA

November 3, 2012

**Master Course on Managing Leaves of Absence, Accommodations & Accessibility**

Annual Convention - Association of Corporate Counsel, Denver, CO

October 24, 2011

Melinda (Mindy) J. Caterine

### **Analyzing Emotional Distress Claims**

Annual Meeting, Employment Rights and Responsibilities Committee - American Bar Association, San Juan, Puerto Rico  
March 22, 2011

### **Books & Book Chapters**

- *Employment At Will: A State-By-State Survey*, Bloomberg BNA, editor-in-chief, 2012