



Michael Mankes

Shareholder

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Focus Areas

Wage and Hour
Class Actions
International Employment Law
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Littler Pay Equity Assessment

Overview

Michael Mankes represents management in all matters of employment and labor law, with particular emphasis in:

- Wage and hour law
- Wrongful termination cases
- The intricacies of disability and leave laws and compliance
- Federal and state discrimination and harassment claims
- Litigation prevention measures

Michael has experience investigating and handling various administrative charges before the Equal Employment Opportunity Commission (EEOC), Department of Fair Employment and Housing (DFEH), National Labor Relations Board (NLRB), and Massachusetts Commission Against Discrimination (MCAD). Appearing regularly in federal and state courts, he often works with retail businesses and international clients and handles single-plaintiff and class action law suits and jury trials, particularly with claims arising under:

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act

Michael also routinely conducts comprehensive wage and hour audits and defends management in wage and hour class action litigation. He advises global corporations on legal issues associated with hiring and retaining United States employees, including:

- Compensation structure
- Other wage and hour issues
- Compliance with antidiscrimination laws
- Noncompete and trade secret issues

He also has extensive experience conducting pay equity audits for all types of employers, and helped develop the Littler Pay Equity Assessment™. His practice includes counseling employers on a broad range of state and federal issues related to pay equity, from compliance, to updating policies and job descriptions, to training managers and recruiters, and more.

Additionally, Michael has authored publications on a variety of labor and employment subjects, including diversity, employee handbooks and the legality of employee participation committees. He formerly served as the office managing shareholder of Littler's offices in Boston, Providence and Portland. He is a former member of the Associates Committee.

During law school, Michael served as a summer clerk for a U. S. District Court judge and was an intern at the NLRB. He was a member of the *Comparative Labor Law Journal*.

Recognition

- Named, The Best Lawyers in America®, 2018-2024

Education

J.D., University of Pennsylvania Law School, 1995

B.S., Cornell University, 1992, *With Honors*

Bar Admissions

Massachusetts

California

Publications & Press

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

Littler Press Release

August 19, 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

"At-Will" Employment: Is It As Easy To Sack A U.S. Employee As You've Heard?

VSHRM Online

September 4, 2018

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

Littler Press Release

August 15, 2018

The State's New Pay-Equity Law Takes Effect Soon, and Lawyers Say Many Businesses Aren't Ready

Boston Business Journal

March 22, 2018

Massachusetts Attorney General Publishes Long-Anticipated Guidance on the Revised Pay Equity Law

Littler Insight

March 5, 2018

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

Littler Press Release

August 17, 2017

Agreement's Class Action Waiver Can't Be Enforced

Massachusetts Lawyers Weekly

August 11, 2016

Three Big Questions Lawyers Have About the New Massachusetts Pay-Equity Law

Boston Business Journal

August 2, 2016

Final overtime regulations less drastic than feared

Massachusetts Lawyers Weekly

May 26, 2016

The Rise (and Risks) of Mandatory Arbitration Agreements

Massachusetts Lawyers Weekly

March 31, 2016

Copa Mundial: World Cup and the Workplace

Little Insight

June 7, 2010

Massachusetts Mandates Treble Damages for Wage Violations

Little Insight

April 24, 2008

NLRB Rules That Employers May Implement a Corporate E-Mail Policy That Has the Effect of Barring Union-Related Communications

Little Insight

December 28, 2007

Despite Victory for Employer, NLRB Decision Reminds Employers That Improper Handbook Language Can Overturn Election Results

Little Insight

March 14, 2005

Speaking Engagements

Going Stateside - An Employment Law Roadmap for Success

London

March 13, 2019

Pay Equity

Little Executive Employer, Phoenix, AZ

May 4, 2018

The Thrill of Victory and the Agony of Defeat: Strategies that Work (and Don't) When Defending and Preventing Class and Collective Actions

Little Executive Employer, Phoenix, AZ

May 4, 2018

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Pittsburgh, PA

April 12, 2018

Pay Equity Compliance: How to Advise Your C-Suite and Safeguard Your Company

Boston, MA

March 28, 2018

2017 New England Employer Conference

Boston, MA

October 27, 2017

Workplace Enforcement in Flux

JAMS & Massachusetts Lawyers' Weekly, Boston, MA

October 24, 2017

Gender Pay Disparity: The State Legislatures Are Taking Charge

2016 New England Employer Conference, Burlington, MA

October 13, 2016

Massachusetts Pay Equity: What You Need to Know

September 30, 2016

Retail Industry Roundtable

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Closing the Gender Pay Gap: The Role of State Fair Pay Laws

The 2016 Executive Employer® Conference

May 5, 2016

The Next Wave: Wage & Hour Class Actions in Massachusetts

Boston, MA

June 2, 2009

Books & Book Chapters

- EU & International Employment Law, *Jordan Publishing*, Contributor
- Littler Mendelson on Employment Class Actions, *LexisNexis*