



ALEXANDRA (SASHA) D. THALER

PARTNER

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Alexandra (Sasha) Thaler's practice involves guiding company leadership and Human Resources professionals at employers across multiple industries in all aspects of employment law, from compliance through dispute resolution.

Sasha regularly advises employers in the life sciences, staffing, manufacturing, software, hospitality and other industries on issues relating to hiring, terminations, wage and hour compliance, leaves of absence, discipline, harassment and discrimination claims, and reductions in force, and drafting and interpreting employment-related contracts. Sasha also assists clients with establishing compliant policies and practices relating to a wide range of federal and state laws, including the Fair Labor Standards Act (FLSA), the Family and Medical Leave Act of 1993 (FMLA), the Americans with Disabilities Act (ADA), Title VII of the Civil Rights Act of 1964, the Fair Credit Reporting Act (FCRA), the Worker Adjustment and Retraining Notification Act of 1988 (WARN), and similar state statutes and common law obligations, across multiple jurisdictions.

In addition, Sasha has extensive experience handling employment-related claims from inception through resolution in state and federal court, including discrimination, overtime and wage payment, whistleblower and contract claims. She also has broad experience both defending and bringing actions to enforce noncompetes and other restrictive covenants, as well as to protect intellectual property rights.

Sasha also supports businesses in defending state and federal agency actions and responding to agency investigations, and conducts internal investigations—in both higher education and corporate settings—and audits relating to matters such as allegations of discrimination, harassment and unprofessional conduct, and wage and hour compliance. Sasha has also assisted clients in the social services, transit and other industries in labor negotiations and related arbitrations under the National Labor Relations Act.

Her extensive experience in all aspects of employment law makes her a sought-after trainer and presenter on various employment law topics.

BACKGROUND

Prior to joining Armstrong Teasdale, Sasha was a partner at Bello Welsh LLP, a boutique labor and employment law firm in Boston, Massachusetts, where she practiced for over 11 years. Before that, she was an associate in the Labor and Employment group in the San Francisco, California, office of an international law firm for over three years.

SERVICES AND INDUSTRIES

Employment and Labor

Litigation

Noncompete and Trade
Secrets

Alternative Dispute Resolution

Consumer Products and
Services

Health Care and Life Sciences
Education

Manufacturing and Innovation
Technology

ADMISSIONS

Massachusetts

California

EDUCATION

- Boston University School of Law (J.D., *cum laude*, 2006)
 - Public Interest Law Journal (Editor-in-chief)
- Yale University (B.A., *magna cum laude*, 2003)
 - Cognitive Science

PROFESSIONAL ACTIVITIES

- Boston Bar Association

CHARITABLE AND CIVIC INVOLVEMENT

- Phillips Exeter Academy, Alumni Network

ACCOLADES

- Massachusetts Super Lawyers® (2021); Rising Star (2016)

LANGUAGES

- Russian
- Spanish

EXPERIENCE

Noncompete Enforcement Thwarted

Defeated motion for preliminary injunction in Massachusetts state court seeking to prohibit staffing firm employee from working for a new employer, and vindicated ability of employee and new employer to engage in noncompetitive client service work.

Discrimination Claim Resolved for Robotics Company

Obtained favorable resolution of national origin discrimination claim brought by former robotics company employee in federal court in Pennsylvania.

1st Circuit Win in Multimillion-Dollar Lawsuit Over Executive Bonus Agreement

Obtained favorable 1st Circuit ruling upholding summary judgment win against former biotech executive's claim seeking \$2.1 million in stock for breach of implied covenant of good faith and fair dealing in connection with executive's termination before his achievement of the milestones on which the stock grants were premised.