



HAYLEY COTTER

ASSOCIATE
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Hayley Cotter practices in employment law and civil litigation, and has experience handling both contentious and noncontentious matters for clients.

Her experience includes negotiating and drafting employment and management agreements and employee manuals for a variety of industries. Hayley counsels clients on a wide range of legal issues including wage and hour laws, employee classification and employee discipline.

Hayley has also participated in the defense of companies in lawsuits involving claims for wrongful termination, negligent hiring, tortious interference with contract and other employment-related issues.

SERVICES AND INDUSTRIES

Appellate
Employment and Labor
Litigation
Noncompete and Trade
Secrets
Health Care and Life Sciences
Higher Education
Technology

BACKGROUND

Prior to joining Armstrong Teasdale, Hayley was an associate at Bello Welsh LLP, a boutique employment firm. Before that, she was an associate at a general practice firm, focusing on civil and appellate litigation.

EDUCATION

- Case Western Reserve University School of Law (J.D., *with honors*)
 - Litigation Concentration
 - Health Matrix: Journal of Law-Medicine (Associate Note Editor)
 - Mock Trial Team
 - Dunmore Moot Court Competition Winner
- Boston University (B.A., *cum laude*, 2008)
 - History and Political Science

PROFESSIONAL ACTIVITIES

- Massachusetts Bar Association
- Virgin Islands Bar Association

EXPERIENCE

Defense of Appeal of Unemployment Benefits Determination

Represented employer against complaint seeking judicial review of decision denying

unemployment benefits. Drafted and argued appeal, resulting in judgment affirming underlying denial.

Finding of Lack of Probable Cause on Discrimination Claim Affirmed on Appeal

Represented hotel in preliminary hearing on appeal of claim alleging retaliation and discrimination based on sex, race, and color. Massachusetts Commission Against Discrimination affirmed determination of lack of probable cause.

Favorable Settlement of Religious Discrimination Claim

Represented employer against administrative charge alleging discrimination based on religion. Negotiated favorable settlement for client.

Obtained Favorable Ruling on Enforceability of Client's Noncompete Agreement

Represented employer on motion for preliminary injunction concerning enforceability of noncompete agreement. Drafted opposition to employee's motion, resulting in order finding that employee's subsequent job would violate noncompete agreement with client employer.

Summary Judgment for Biopharmaceutical Company on Wage Law Claim

Represented biopharmaceutical client in defending against complaint by former employee alleging violation of Massachusetts Wage Act and breach of contract. Briefed and argued motion for summary judgment, resulting in judgment for client on all counts.

THOUGHT LEADERSHIP

May 2011

Increasing Consent for Organ Donation: Mandated Choice, Individual Autonomy, and Informed Consent

Health Matrix Journal of Law-Medicine