



MARTHA J. ZACKIN

PARTNER

Boston, MA

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Martha Zackin has over 30 years of experience advising and representing clients on a broad range of employment law issues and in adversarial proceedings.

In her role as an advisor to employers, boards of directors and executives, she regularly provides practical advice and counsel on a wide range of employment-related issues, including employee relations and policy matters; employee classification and wage and hour laws; violations of noncompetition, nonsolicitation and nondisclosure agreements; employee training; employment and separation agreements; affirmative action; mergers and acquisitions; and internal investigations. Martha also has experience assisting clients in drafting employment policies, handbooks, and employment and severance agreements, and in conducting various educational programs. In addition, she has represented clients before administrative and governmental agencies, courts, arbitrators and mediators.

Martha has experience representing clients in matters involving affirmative action, including developing affirmative action plans for government contractors and subcontractors; representing federal contractors and subcontractors in Office of Federal Contract Compliance Programs (OFCCP) audits and litigating against the OFCCP.

A glass artist herself, Martha has represented clients in the art space, including assisting a glass studio and glass school, and individual glass artists, as they navigated the COVID-19 landscape and the receipt of Paycheck Protection Program (PPP) loans and economic injury disaster loans (EIDLs).

In addition, Martha is a frequent author and speaker on various employment issues. She has appeared on The Emily Rooney Show and been quoted by MSNBC.com, Boston Business Journal, Business Insurance and Workforce Management, among other publications.

BACKGROUND

Prior to joining Armstrong Teasdale, Martha was a partner at Bello Welsh LLP, a boutique employment firm. Martha also has prior experience at a large Boston law firm, where she was a member of the Employment, Labor and Benefits department. From 1994 through 2007, Martha was corporate counsel for a billion-dollar multinational corporation with, at its peak, approximately 12,000 employees. Beyond her responsibilities as the sole employment lawyer for the organization, Martha assisted the company with Sarbanes-Oxley compliance, corporate governance, M&A due diligence,

SERVICES AND INDUSTRIES

Employment and Labor
Alternative Dispute Resolution
Noncompete and Trade Secrets
Appellate
Emerging Companies
Government Contracts
Internal Investigations and Regulatory Compliance
Litigation
Mergers and Acquisitions
Health Care and Life Sciences
Technology

ADMISSIONS

Massachusetts
District of Columbia
U.S. District Court, District of Massachusetts
U.S. District Court, Central District of Illinois
U.S. Court of Appeals, First Circuit

SEC matters and risk assessment. Prior to that, she worked for another major Boston law firm.

EDUCATION

- Boston College Law School (J.D., 1989)
- Boston College (M.A., 1985)
 - Psychology
- Emory University (B.A., 1981)
 - Psychology

CHARITABLE AND CIVIC INVOLVEMENT

- Glass Art Society (Director)
- Board Member, Bird Street Community Center (Board Member, 2012-2015)

EXPERIENCE

Multimillion-Dollar Settlement on Behalf of Siblings in Dispute Over Family-Owned Commercial Real Estate and Business

Successfully represented three sisters in a dispute with their brother concerning allegations of misappropriated funds and ownership in commercial real estate, which resulted in a settlement of more than \$3 million for our clients.

Defeated OFCCP in Wage Discrimination Case

Successfully represented technology company in Office of Federal Contract Compliance Programs (OFCCP) wage discrimination case.

Obtained Injunction Enforcing Nonsolicitation Agreement

Represented staffing company in enforcing a nonsolicitation agreement that prevented former employees, who started a competing business, from diverting multimillion-dollar contract to their new business.

Scope of Massachusetts Workers Compensation Act's Exclusivity Provision

In a case of first impression, successfully represented a food production facility before the trial and appeals courts, which both held that the exclusivity provision of the Massachusetts Workers Compensation Act barred the employee of a staffing company, who was injured performing services for our client, from suing our client.

Multimillion-Dollar Settlement for Executive in Wage and Commission Litigation

Successfully represented a corporate executive in a federal court litigation concerning wage and commission payments which, following initial motion practice, resulted in a \$2.4 million settlement for our client.

Obtained Arbitration Judgment in Excess of \$7 Million, Upheld by VA Supreme Court

Obtained arbitration judgment in excess of \$7 million on behalf of IT services company, after the defendants wrongfully terminated a contract with our client and conspired with former employees of our client to divert a multimillion-dollar government contract. Successfully represented our client before the Virginia courts in proceedings to vacate the arbitrators' award, which was ultimately upheld by the Virginia Supreme Court.

Successfully Resolved EEOC Class Action

Successfully represented IT services company in class action lawsuit filed by the Equal Employment Opportunity Commission (EEOC).

THOUGHT LEADERSHIP

September 15, 2021

Vaccination Mandates for Federal Contractors and Employers with 100+ Employees

August 17, 2021

OSHA Addresses Vaccine Mandates