

# Michael Downey

Associate

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## Overview

Michael Downey advises employers on labor and employment matters. His practice spans collective bargaining, contract negotiations, accommodations, employee discipline, litigation and a range of general personnel matters. Michael also works as an investigator for complaints of harassment, discrimination and conflict in the workplace.

Michael provides practical day-to-day advice on the complex employee-employer relationship. His experience includes handling matters related to the Family Medical Leave Act (FMLA), the American with Disabilities Act (ADA), the Fair Labor Standards Act (FLSA), the Massachusetts Wage Act, and state and federal discrimination laws. As a litigator, Michael has experience representing clients before labor arbitrators, the Massachusetts Commission Against Discrimination (MCAD), the Massachusetts Civil Service Commission, the Department of Labor Relations (DLR), and in state and federal courts.

Michael has experience handling highly visible, complex labor issues and understands how to navigate the nuances of labor force operations. When advising employers on these matters, Michael draws upon his firsthand experience, most recently as Deputy Labor Counsel in the Executive Office at the Massachusetts Trial Court. He provides practical advice on working with unions, maneuvering strikes, handling management rights, and negotiating contracts.

Michael also spent several years serving as Associate Town Counsel for the Town of Brookline as the sole labor and employment attorney. In this role, he was responsible for managing labor relations with all town unions, which included overseeing the grievance and arbitration procedures and serving as the lead negotiator in collective bargaining. He also advised on the town's employee discipline, internal complaints and other labor

and employment legal issues. Michael's background also includes working as lead counsel on behalf of the Human Resources Division of the Commonwealth of Massachusetts.

### **News & Publications**

- Morgan, Brown & Joy Adds Michael Downey as an Associate

### **Bar Admissions**

- Massachusetts
- Rhode Island

### **Court Admissions**

- United States District Court for the District of Massachusetts
- United States Court of Appeals for the First Circuit

### **Education**

- Roger Williams School of Law, J.D., 2012
- University of Rhode Island, B.A., 2009