

Lyndsey M. Kruzer

Counsel

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Lyndsey Kruzer is Counsel in Choate's Labor, Employment and Benefits Practice Group. She counsels employers on all aspects of employee relations.

Also an experienced litigator, Ms. Kruzer has successfully represented companies in dozens of lawsuits brought by their employees, involving a wide variety of claims.

Ms. Kruzer has been named a *Massachusetts Super Lawyers Rising Star*.

EDUCATION

Harvard Law School
JD, 2009

Harvard University
AB, 2006 , *cum laude*

PRACTICE FOCUS

Employment Counseling

Ms. Kruzer advises companies on terminations and RIFs, disability and leave issues, wage and hour compliance and audits, harassment investigations, employment and severance agreements, employee handbooks and policies, non-competition and other post-employment restrictions, independent contractor arrangements, employee classifications, and virtually all other issues facing modern employers.

Employment Litigation

Ms. Kruzer handles employment litigation, arbitration and administrative cases regarding discrimination, harassment, whistleblowing, non-competition and other post-employment restrictions, ERISA benefits and contract- and tort-based employment claims.

REPRESENTATIVE ENGAGEMENTS

- Represented employers in wage and hour class actions and putative class actions in both state and federal courts.
- Secured trial victory for popular Boston restaurant group accused of violating minimum wage and overtime requirements under the FLSA and MA Wage Act.
- Represented employers in front of state and federal agencies, including the EEOC, MCAD, US Department of Labor, National Labor Relations Board, Massachusetts Fair Labor Standards Division, Massachusetts Department of Unemployment and agencies in other states.
- Drafted employment agreements, handbooks and policies, including social media policies.

ADMISSIONS

Massachusetts

PRACTICE AREAS

Labor, Employment & Benefits

- Conducted workplace investigations on wrongdoing, such as unlawful harassment.
- Conducted workplace audits to ensure compliance with wage and hour laws.
- Defended employers against whistleblower claims under Dodd-Frank Act and other state and federal statutes.
- Successfully represented employer in jury trial to recover damages for tortious interference.
- Represented both union and non-union employers with regard to Unfair Labor Practice charges and advises employers on union-related concerns, including organizing campaigns, elections, labor arbitrations, neutrality agreements and collective bargaining.
- Successfully counseled large and small employers through complex situations involving employee disability and leave issues, employment aspects of mergers and acquisitions, violations of non-competition agreements and discrimination and harassment allegations.

PUBLICATIONS AND PRESENTATIONS

- “Effective Employee Training Increasingly Important Amid Increased Whistleblower Liability and Damage Awards,” *co-author, Corporate Counsel*, January 2017.
- “What Employers Need to Know About the New PTO Laws,” *speaker, Foley Hoag Labor and Employment Seminar*, May 2015.
- “NLRB for “Non-Union Employers,” *speaker, Foley Hoag Labor and Employment Seminar*, May 2014.
- “What Are True Independent Contractors under US, Colombian, and Puerto Rican Law?” *Lex Mundi webinar presentation*, 2014.
- “How to Take a Case Before the NLRB,” *chapter editor, 8th Edition, Bloomberg BNA*, March 2016.
- “Massachusetts Anti-Discrimination Laws Survey,” *author, Practical Law*, April 2015.
- “Massachusetts Discovery Practice: Essential Tools for Pretrial Litigation,” *chapter editor, MCLE New England*, 2012.

PROFESSIONAL AND COMMUNITY INVOLVEMENT

Ms. Kruzer actively serves on the board of directors of the Southfield Redevelopment Authority overseeing the commercial, retail and residential redevelopment of the largest parcel of land in Greater Boston. Ms. Kruzer is a member of the Boston Bar Association and the Women’s Bar Association. She is also an active member of the Harvard Alumni Association and the Harvard Club of Quincy.