



## **Deepa K. Desai**

### ***Associate***

Boston

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Email



### ***Service Focus***

- Counseling and Advice
- Labor Relations
- Litigation and Trials
- Pay Equity and Transparency

### ***Overview***

Deepa Desai is an associate in the firm's Boston office and focuses her practice defending employers against claims of harassment, discrimination and retaliation, as well as wage and hour violations and contract disputes. Deepa also counsels clients on day-to-day workplace matters, including the preparation of employee handbooks, hiring, terminations, discipline, leaves of absence and accommodations. Deepa additionally advises and represents clients in traditional labor matters, including union elections and unfair labor practices. Her clients span multiple industries, including institutions of higher education, retail companies, restaurants, staffing agencies, and human services agencies.

Deepa has spoken extensively on labor and employment topics, including the effective drafting of employee handbooks, strategies to achieve compliance with wage-and-hour laws, and employer obligations under federal and state leave laws. Deepa understands both sides of the legal equation, both as a firm attorney and as in-house counsel, where she previously worked as a director of employment law for a nationwide government contractor, planning, executing, and implementing training for corporate, benefits, and employment compliance activities, among other duties.

She is heavily involved in the legal and business community as former Co-President of the South Asian Bar Association of Greater Boston (was recently named Board Member of the Year) and a Board member of the Northeastern University School of Law Alumni Association, in which capacity she recently presented at the 29th Annual Denise Carty Bennia Memorial Bar Awards (May 2022-

2024). Deepa is also a member of the Massachusetts Bar Association (MBA), the American Bar Association, USA 500 Clubs and of BNI, Beacon Hill Ascend chapter.

## ***Credentials***

### **Education**

- J.D., 2016, Northeastern University School of Law
- B.A., 2013, *cum laude*, Boston University

### **Bar Admissions**

- Massachusetts

### **Court Admissions**

- U.S. District Court for the District of Massachusetts

## ***Recognitions***

- Recognized in *The Best Lawyers in America*, Ones to Watch (2024-2025)
- South Asian Bar Association of Greater Boston 2022 Mentor of the Year Award
- Massachusetts *Rising Stars*, Super Lawyers (2022)
- Recognized in *Boston Magazine's* Top Lawyers (2021-2023)
- Selected as Massachusetts *Rising Star*, Employment Litigation
- South Asian Bar Association of Greater Boston 2019 Board Member of the Year

## ***Affiliations***

### **Professional Activities**

- Member of the BNI, Beacon Hill Ascend Chapter
- Northeastern University School of Law Alumni Board
- Co-President, 2022 Board of Directors of the South Asian Bar Association of Greater Boston (2022)
- Board Member, Northeastern University School of Law Alumni Board
- Vice President, Board of Directors, South Asian Bar Association of Greater Boston (2021)
- Secretary/Clerk, Board of Directors, South Asian Bar Association of Greater Boston (2020)
- USA 500 Clubs

## ***Insights***

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## Pay Transparency Coming to Massachusetts in 2025: What Employers Need to Know + 5 Key Points to Consider

Monica Snyder Perl, Deepa K. Desai

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## 7-Eleven Franchisees Are Not Employees Under Massachusetts Law: 5 Tips to Ensure Compliance After Latest Ruling

Deepa K. Desai , Joshua D. Nadreau

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## Workplace Law Update: 10 Essential Items on Your December To-Do List

Emily Alvarez, Cheryl L. Behymer, Amanda M. Blair, Jessica D. Causgrove, Deepa K. Desai , Melissa A. Dials, Brian J.

Gershengorn, Jennifer S. Kiesewetter, Courtney Leyes, Richard R. Meneghello, Joshua D. Nadreau, Raymond W. Perez, Robert M.

Robenalt, Shane Stover, Melanie L. Webber, Sarah Wieselthier

[Read more →](#)

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## Labor Board's General Counsel Imposes Additional Burdens on Employers Responding to Union Recognition Demands: 6 Takeaways for Your Business

Deepa K. Desai , Joshua D. Nadreau

[Read more →](#)

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## Top Workplace Law Stories You May Have Missed from June 2023

Alyssa Levy Andelman, Amanda M. Blair, Risa B. Boerner, Suzanne K. Bogdan, Michael E. Bonner, James S. Bradbury, Melissa Camire, Jennifer B. Carroll, Myra K. Creighton, Jeffrey M. Csercsevi, Deepa K. Desai , Benjamin M. Ebbink, Michael P. Elkon, Darcey M. Groden, Brian Guerinot, Andrew J. Hoag, Wendy Hughes, Matthew R. Korn, Anne Yarovoy Khan, Kenneth A. Knox, Emily N. Litzinger, Todd A. Lyon, Danielle Hultenius Moore, Joshua D. Nadreau, Raymond W. Perez, George A. Reeves III, Justin Reiter, Jenna B. Rubin, Nan Sato, Julia A. Sherwood, Kristin L. Smith, Shane Stover, Henry Thomson-Smith, Megan E. Walker, David J. Walton, Sheila M. Abron, Erica G. Wilson, Franklin Z. Wolf

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## Supreme Court Ruling Makes It Easier for Employers to Recover Damages Caused by Union Strike Misconduct

Joshua D. Nadreau, Deepa K. Desai

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INSIGHTS

02/03/23

## Top Workplace Law Stories You May Have Missed from January 2023

William E. Altman, Emily Alvarez, Alba V. Aviles, Davis C. Bae, Phillip C. Bauknight, Amanda M. Blair, Risa B. Boerner, Michael E. Bonner, Melissa Camire, Christopher Caravello, Deepa K. Desai , J. Micah Dickie, Benjamin M. Ebbink, Stephen R. Gee, Michael R. Greco, Darcey M. Groden, Rosemary S. Gousman, Andrew J. Hoag, Wendy Hughes, Usama Kahf, Seth D. Kaufman, Kenneth A. Knox, Samantha J. Monsees, Danielle Hultenius Moore, Joshua D. Nadreau, Jeffrey Shapiro, Henry Thomson-Smith, Sheila M. Abron, Jeremy F. Wood

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INSIGHTS

01/31/23

## FP SCOTUS Predictions: Will the Supreme Court Make it Easier to Hold Unions Liable for Strike Misconduct?

Deepa K. Desai , Joshua D. Nadreau

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INSIGHTS

10/26/22

## 7-Eleven Franchise Owners Not Deemed Employees Under Massachusetts Law

Deepa K. Desai

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EVENT

Tuesday, October 25, 2022 and Tuesday, November 1, 2022

## Pay Equity Virtual Summit Series 2022: Ensuring Compliance with Pay Equity Mandates and Defending Pay Equity Litigation

Alba V. Aviles, Cheryl L. Behymer, Kathleen McLeod Caminiti, Melissa Camire, Jessica D. Causgrove, Deepa K. Desai , Andrew Froman, Cheryl Pinarchick, Sarah Wieselthier, Sheila M. Abron

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