

Jeffrey Shapiro

Partner

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Service Focus

- Corporate Compliance and Governance
- Counseling and Advice
- Employee Leaves and Accommodations
- Labor Relations
- Litigation and Trials
- Workplace Safety and Catastrophe Management
- Workplace Investigations

Industry Focus

- Energy
- Transportation and Supply Chain
- Tech

Trending

- COVID-19/Vaccine Resource Center

Overview

Jeff brings a deep understanding of the law with a steadfast commitment to helping employers mitigate risk while at the time same fostering safe, diverse and inclusive workforces. He has a demonstrated track record of success over more than 25 years, both in-house and in private practice, counseling and defending employers on a wide range of labor, employment and safety matters, including with respect to Title VII, the Americans with Disabilities Act, the Family and Medical Leave Act, the Age Discrimination in Employment Act, the Fair Labor Standards Act, the National Labor Relations Act, and the Occupational Safety & Health Act. As a seasoned litigator, his unique systems-thinking approach delivers sound, risk-based guidance to employers for more informed choices in furthering their business objectives.

Jeff serves as the co-chair of Fisher Phillips' Workplace Investigations Practice Group. In that capacity, and throughout his career, Jeff has been involved in overseeing, conducting and defending serious investigations – both government enforcement investigations and internal workplace investigations – across the country. He has trained dozens of Human Resources professionals and other business leaders on best practices in conducting fair, impartial and defensible investigations.

Before joining Fisher Phillips, Jeff was Senior Vice-President, Deputy General Counsel, Employment & Benefits, of a large wholesale food distributor with operations across North America. In that role, Jeff helped establish best practices and oversaw issues involving discrimination, harassment, retaliation, reasonable accommodations, drug & alcohol testing, wage and hour class actions, pay equity, diversity and inclusion, trade secrets, and restrictive covenants. He was also deeply involved in the company's COVID-19 response and led the handling of inspections and enforcement actions involving federal and state OSHA matters.

Jeff was previously a partner at an Am Law 50 law firm and represented employers in employment, safety, and regulatory matters across the United States. He was also an invited guest on the "Fox & Friends" television show, discussing the difficult decisions facing employers with respect to drug testing programs and medical marijuana.

Credentials

Education

- J.D., 1994, University of Richmond School of Law
- B.A., 1991, Le Moyne College

Bar Admissions

- Massachusetts
- Rhode Island
- Virginia

Insights

NEWS

02/26/25

Attorneys Quoted for Their Insight on the Future of DEI in the Trump Era

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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NEWS

02/07/25

Republished Insight: What Businesses Need to Know About DEI in the Trump Era: FAQs for Employers

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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INSIGHTS

02/07/25

What Businesses Need to Know About DEI in the Trump Era: FAQs for Employers

Sheila M. Abron, Kathleen McLeod Caminiti, Lonnie D. Giamela, Regina A. Petty, Raymond W. Perez, Jennifer B. Sandberg, Nan Sato, Jeffrey Shapiro

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EVENT

11/01/24

2024 Las Vegas Labor and Employment Law Seminar

Myra K. Creighton, David B. Dornak, Michael R. Greco, Anne Hanson, Allison Kheel, Scott M. Mahoney, Jeffrey Shapiro

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NEWS

08/27/24

Boston Partner Shares Common Mistakes When Implementing PIPs

Jeffrey Shapiro

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INSIGHTS

07/29/24

Medical Spa Loses \$300K After Botched Workplace Investigation: 5 Tips for Employers Investigating Potential Criminal Activity or Misconduct

Christopher M. Bellamy, Jeffrey Shapiro

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INSIGHTS

06/20/24

EEOC Provides Employers With Key Workplace Investigation Tips: Your 5 Biggest Questions Answered

Erin Gibson Allen, Jeffrey Shapiro

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INSIGHTS

06/20/24

FP Snapshot on Manufacturing Industry: New Program Encouraging Corporate Whistleblowing Puts Manufacturers on Notice

Raymond W. Perez, Jeffrey Shapiro

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INSIGHTS

06/07/24

Pride Month is Here: Employer Resources for Supporting LGBTQ+ Workers and Staying Compliant All Year Long

Sheila M. Abron, Emily N. Litzinger, Jeffrey Shapiro

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INSIGHTS

05/03/24

Workplace Law Update: 12 Essential Items on Your May To-Do List

Sheila M. Abron, Brian Balonick, Steven M. Bernstein, Risa B. Boerner, Raeann Burgo, Kathleen McLeod Caminiti, Melissa Camire, Michael D. Carrouth, Jessica D. Causgrove, J. Randall Coffey, Jonathan Crook, Leanne Lane Coyle, Alex G. Desrosiers, J. Micah Dickie, Benjamin M. Ebbink, Michael P. Elkon, Rick Grimaldi, Matthew Guerrero, Edward F. Harold, Usama Kahf, Braden Lawes, Aymara Ledezma, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Richard R. Meneghello, Jacklin Rad, Deniz Uzel Reilly, Robin Repass, Jeffrey Shapiro, Christopher P. Stief, J. Hagood Tighe, Joshua D. Nadreau, Travis Vance, David J. Walton, Melanie L. Webber, Robert Yonowitz

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