



## MICHAEL R. MARRA

Co-Regional Managing Partner

New York

212.899.9969

212.956.1971

### Service Focus

- Litigation and Trials
- Mergers and Acquisitions

### Industry Focus

- Retail

## OVERVIEW

Michael Marra is co-managing partner of the New York office. He excels at understanding business needs, developing effective strategies and solutions, and working closely on communication strategies. Michael represents some of the world's best known luxury brands, social media companies and law firms, and has significant experience with businesses leading the fields of advertising and technology.

Michael is a trusted advisor to private equity firms in their acquisition, integration and divestiture of businesses. Together with Steve Mitchell (Managing Partner, Columbia, SC office) Michael leads the firm's practice in support of corporate M&A transactions and integration, deploying the firm's enormous practical expertise and M&A experience to provide value-added guidance throughout the deal process.

He works on a broad range of matters, with unique experience counseling clients through complicated and high stakes employee relations matters. Additionally, he has resolved hundreds of adversarial proceedings through employer verdicts and

negotiated resolutions, including discrimination claims, worker classification determinations, and trade secret and non-compete disputes.

Prior to helping to open the NYC office, Michael served for nearly a decade as Associate GC with The Interpublic Group in New York, where he worked closely with Interpublic's corporate team, Board of Directors and member companies on the full array of employment matters and initiatives. Michael has also practiced at renowned firms including Jones Day, Proskauer and Cooley.

Michael earned a J.D. from New York University School of Law and a B.A. from University of Iowa, where he was elected Phi Beta Kappa as a junior. He was commissioned as an officer in the United States Army through Iowa's ROTC program.

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## Recent Experience

- Part of the three lawyer team that successfully limited the expansion of the professional ethical guidelines "implied by law" exception to New York's employment at will doctrine, in litigation before New York State's highest court (*Horn v. New York Times*, NY. Ct. App. 2003)
- Successfully defended insurance company and its retirement plan in age discrimination and ERISA litigations by two former employees in the U.S. District Court for Minnesota, resulting in summary judgment on behalf of defendants in both cases and an award of costs and attorney's fees in favor of defendants based on litigation conduct by plaintiff's counsel in one case. (*Hales v. Prudential, et al.*, D. Minn. 2002; *Demarais v. Prudential, et al.* D. Minn. 2002)
- Led team that successfully defended bottling company against 70 simultaneously filed discrimination and harassment claims brought through an alternative dispute resolution process, without any resolution exceeding \$10,000 and without a single finding of employer liability.
- Responsible for successful defense of an employer severance pay plan against ERISA claims, through litigation to the U.S. Court of Appeals for the 7th Circuit. (*Williams v. Interpublic Severance Pay Plan*, 7th Cir. 2008).
- Responsible for numerous No Probable Cause before EEOC and New York State Division of Human Rights.
- Has won hundreds of thousands of dollars in eliminated or reduced penalties related to workers compensation and unemployment insurance coverage.
- Prevailed in worker misclassification hearings before New York State agencies.

- Won summary judgment in race discrimination lawsuit in the U.S. District Court for the Southern District of New York (*Figueroa v. MRM Worldwide*, S.D.N.Y. 2014).
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## Credentials

### Education

- New York University School of Law, J.D., 1995
- University of Iowa, B.A., high honors, 1992

### Bar Admissions

- New York

### Court Admissions

- U.S. District Court for the Eastern District of New York
  - U.S. District Court for the Southern District of New York
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## Recognitions

- Recognized in *The Best Lawyers in America* (2024-2026)
  - *Chambers USA*, Labor & Employment (2022-2025)
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## Affiliations

### Professional Activities

- Legal Committee, European American Chamber of Commerce in New York
- Labor and Employment Law Committee, New York City Bar Association (2005-2006, 2014-present)
- Trustee, Executive Committee Member and Chair, Audit & Risk Management Committee, The Calhoun School (present)
- Member, ADR Committee, New York City Bar Association (2004-2006, 2014)
- U.S. Army Reserves J.A.G. Corps, 1st Lieutenant (Honorable Discharge, 2003)

# INSIGHTS

**News**

**Sep 19, 2025**

New York Partner Explains Whether Speech is Protected in the Workplace

**Insights**

**Sep 16, 2025**

What Employers Can – and Can't – Do About Employee Speech in a Volatile Climate

**News**

**Jun 24, 2025**

Republished Insight: Politics, Protests, and Posts: What Employers Can (and Can't) Do About Employee Speech in a Polarized Climate

**News**

**Jun 5, 2025**

Fisher Phillips Earns Top Rankings in 2025 Edition of Chambers USA

**News**

**Apr 7, 2025**

Fisher Phillips Welcomes Frank Martinez in New York

**News**

**Jun 10, 2024**

Fisher Phillips Earns Top Rankings Again as a Leading Firm in Labor and Employment Law by Chambers USA