

Cheryl Pinarchick

Regional Managing Partner

Boston

t: 617.532.8215

f: 617.532.5899

Email



Service Focus

- Class and Collective Actions
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Mergers and Acquisitions
- Pay Equity
- Wage and Hour

Industry Focus

- Life Sciences
- Sports
- Education
- Higher Education

Overview

Cheryl Pinarchick is the managing partner of the firm's Boston office and co-chair of the Pay Equity Practice Group.

Cheryl has extensive experience handling all aspects of employment litigation, including trials in state and federal court throughout the United States and in arbitrations. She has successfully defended employment actions alleging wrongful termination, employment discrimination and harassment, wage and hour violations, retaliation and other related claims. She has also successfully prosecuted and defended trade secret and non-competition agreements in numerous jurisdictions.

Cheryl has a sophisticated wage and hour practice and has obtained favorable outcomes for clients in wage and hour matters, including class and collective actions arising under the Fair Labor Standards Act and various state laws.

Cheryl routinely counsels U.S. and foreign-based companies on compliance with employment laws and litigation avoidance. Her clients include public and private companies in a variety of industries, including financial services, biotech, government relations and emerging technologies.

With the patchwork of state and local pay equity and pay transparency laws, Cheryl dedicates significant time to the legal issues surrounding pay equality and pay transparency, including counseling employers on best practices and legal compliance, conducting pay equity evaluations and representing employers in litigation involving pay equity issues. She is a frequent presenter on pay equity and pay transparency both locally and nationally and has been quoted in several high-profile publications including *Forbes*, *The Wall Street Journal*, *The Boston Globe*, *The Washington Post*, *Bloomberg Law*, *Boston Business Journal*, and *ACC Docket*. Cheryl has also appeared on CNN and Boston's NBC News Station.

Recent Experience

Experience

- Secured dismissal of five of Complainant's nine causes of action and then obtained complete defense arbitration award and an award of fees on behalf of national telecommunications company on Complainant's four remaining claims for wrongful termination, discrimination, retaliation and violation of the Massachusetts Domestic Violence and Abuse Leave Act.
- Obtained complete defense award on behalf of national telecommunications company in arbitration alleging pregnancy discrimination and retaliation.
- Obtained the dismissals of discrimination and retaliation claims in charges filed with the Massachusetts Commission Against Discrimination against employers in various industries including healthcare, telecommunications, fitness, life sciences, retail and hospitality.
- Obtained full defense verdict in a two-week jury trial for claims brought by a plaintiff seeking over \$60 million in damages.
- Obtained full defense verdict in a two-week bench trial for claims brought by a plaintiff seeking over \$7 million in damages.
- Directed and conducted pay equity evaluations for employers of various sizes across multiple industries, including higher education, life sciences, hospitality and retail.
- Successfully represented international research and development company in connection with pay equity investigation by the Massachusetts Attorney General.
- Successfully negotiated the resolution of claims alleging violations of state and federal WARN Acts on behalf of putative class.

- Successfully negotiated resolution of claims alleging violations of state wage and hour violations on behalf of putative classes in numerous matters.
- Served as court-appointed attorney to investigate potential claims against former officers and directors of company in highly contested proceedings in federal court.

Credentials

Education

- J.D., Syracuse University College of Law
- B.A., magna cum laude, Temple University

Bar Admissions

- Massachusetts
- New Jersey

Court Admissions

- U.S. Court of Appeals for the First Circuit
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Third Circuit
- U.S. District Court for the District of Massachusetts

Recognitions

- Recognized in *The Best Lawyers in America*, 2022 – 2024
- Recognized as Thomson Reuters Stand-out Lawyer, 2023
- Named “Client Service All-Star” by BIT Consulting Group, 2018
- National Association of Professional Women, Woman of the Year Circle, 2014
- Top Women of Law, Massachusetts Lawyers Weekly, 2012
- Temple University Athletics Hall of Fame, 2012
- Robert Dushman Public Interest Award, 2011

Affiliations

Professional Activities

- Member, American Bar Association
- Member, Boston Bar Association
- Member, Society for Human Resource Management

- Member, National Association of Professional Women

Community Activities

- Member of Advisory Board, former Trustee, Member of Executive Committee and Chair of Safety Committee, Thompson Island Outward Bound Education Center
- Past President of Brown Rudnick Charitable Foundation

Insights

EVENT

Thursday, February 29, 2024 & Tuesday, March 5, 2024

2024 Pay Equity Virtual Summit: What Businesses Need to Know About Compliance and Reporting to Avoid Litigation

Kathleen McLeod Caminiti, Cheryl Pinarchick, James C. Fessenden, Jennifer B. Sandberg, Jacklin Rad, Sheila M. Abron, Megan C. Winter, Monica Snyder Perl, Melissa (Osipoff) Camire, Benjamin M. Ebbink, Jessica D. Causgrove, Catharine Morisset

[Read more →](#)

NEWS

02/26/24

Pay Equity Co-Chair Discusses Growing Enforcement of Salary Transparency on Career Websites

Cheryl Pinarchick

[Read more →](#)

INSIGHTS

12/01/23

FP's Workplace Law Forecast 2024

Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Colin P. Calvert, Kathleen McLeod Caminiti, Jocelyn Campanaro, Jennifer B. Carroll, Collin D. Cook, Laurel K. Cornell, Germán de la Garza De Vecchi, Michael P. Elkon, Todd Alan Ewan, Todd A. Fredrickson, Christopher C. Hoffman, David S. Jones, Usama Kahf, Karl R. Lindegren, Todd B. Logsdon, Todd A. Lyon, Michael R. Marra, Suzanne Kelly Michael, Michael S. Mitchell, Joshua D. Nadreau, Kristen J. Nesbit, Alden J. Parker, Cheryl Pinarchick, John M. Polson, Andrea Brizio Rivas, Andria Lure Ryan, Nan Sato, Todd B. Scherwin, Matthew R. Simpson, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, Hannah Sweiss, J. Hagood Tighe, Travis Vance, David J. Walton, Sheila M. Abron, Erica G. Wilson, William D. Wright, Robert Yonowitz

[Read more →](#)

EVENT

07/11/23

Money Matters: What Employers Need to Know About a Pay Equity Evaluation

Cheryl Pinarchick

[Read more →](#)

NEWS

05/25/23

Co-Chair of Pay Equity Practice Discusses States Race to List Salaries in Job Ads

Cheryl Pinarchick

[Read more →](#)

INSIGHTS

03/16/23

The Best of FP's Insights: Pay Transparency and Pay Equity

Cheryl L. Behymer, Kathleen McLeod Caminiti, Cheryl Pinarchick

[Read more →](#)

NEWS

03/06/23

Pay Transparency Laws Are Overlooking Bonus Income—for Now

Cheryl Pinarchick

[Read more →](#)

NEWS

02/02/23

Pay Equity Co-Chair Discusses Pay Transparency Push in Massachusetts

Cheryl Pinarchick

[Read more →](#)

EVENT

01/18/23

The End of Non-Competes As We Know Them? An Action Plan for Employers

Michael P. Elkon, Cheryl Pinarchick, David J. Walton

[Read more →](#)

INSIGHTS

10/31/22

FP's Workplace Law Forecast 2023

Davis C. Bae, Phillip C. Bauknight, Cheryl L. Behymer, Steven M. Bernstein, Sheldon J. Blumling, Risa B. Boerner, Suzanne K. Bogdan, Kathleen McLeod Caminiti, Laurel K. Cornell, Myra K. Creighton, Jennifer B. Carroll, Michael P. Elkon, David W. Erb, Ilanit Fischler, Jason A. Geller, Rosemary S. Gousman, Susan M. Guerette, Usama Kahf, David R. Kresser, Emily N. Litzinger, Todd B. Logsdon, Todd A. Lyon, Jennifer Mendez, Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Joshua D. Nadreau, Raymond W. Perez, Cheryl Pinarchick, John M. Polson, Todd B. Scherwin, Evan Shenkman, Adam F. Sloustcher, Kristin L. Smith, Shanon R. Stevenson, J. Hagood Tighe, A. Kevin Troutman, Travis Vance, Sheila M. Abron, Megan C. Winter, Colette F. Wolf, Robert Yonowitz

[Read more →](#)

[View All →](#)