



## **Jennifer Scully**

### ***Associate***

Boston

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Email



### ***Service Focus***

- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials
- Pay Equity
- Wage and Hour

### ***Overview***

Jennifer Scully is an associate in Fisher Phillips' Boston office where she represents employers in litigation matters related to wage and hour laws, misclassification, leaves of absence, discrimination, harassment and wrongful discharge. Additionally, she assists clients with internal investigations, audits and employee training. Jennifer regularly advises clients on federal and state employment law, employment agreements, separation agreements, terminations, handbooks and policies.

Jennifer previously served as an Assistant Attorney General in Massachusetts in the Fair Labor Division where she enforced wage and hour, child labor and earned sick time laws in civil and criminal matters. She uses her experience in the Attorney General's office to advise employers on best practices and proactive strategies for compliance.

Prior to law school, Jennifer worked for Ernst & Young LLP where she advised multinational clients on international tax and transfer pricing issues. She combines her in-depth understanding of complex business transactions and legal strategy to represent employers effectively both in litigation and employment counseling.

### ***Recent Experience***

## **Experience**

- Represented software sales employer in defending against allegations of discrimination based on gender and disability before the U.S. Equal Employment Opportunity Commission, which ultimately dismissed all of the former employee's claims.
- Contributed on a team that successfully mediated a matter pending before the United States District Court for the District of Massachusetts involving claims of software disability discrimination.
- Provided ongoing counsel and advice to small business employer navigating workplace culture issues stemming from litigious employee with significant performance deficiencies with the goal of effectively minimizing litigation risk for the client.
- Contributed on a team that successfully mediated a matter pending before the United States District Court for the District of New Hampshire involving claims of age and gender discrimination.
- Engaged in extensive e-discovery efforts on behalf of employer in the financial services industry in the defense of wrongful termination claims before the United States District Court for the District of Massachusetts, which ultimately settled.
- Advised multi-state employer on extensive handbook and policy revisions to address compliance across jurisdictions while balancing business considerations.
- Counseled small business employer in terminating employees engaged in misconduct and defended against the same former employees' subsequent threats of litigation.

## ***Credentials***

### **Education**

- J.D., Suffolk University Law School
- B.A., Boston College

### **Bar Admissions**

- Massachusetts

### **Court Admissions**

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

## ***Recognitions***

- Super Lawyers Rising Star in Massachusetts (2019, 2020)

## ***Affiliations***

## Professional Activities

- Boston Bar Association
- Massachusetts Bar Association
- Women's Bar Association
- Boston Inn of Court

## Community Activities

- Boston Lawyers Group, Mentor
- BC Connections Mentoring Program
- Suffolk Law School Alumni-Student Mentoring Program

## *Insights*

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PODCASTS

05/26/21

### **WHW: What To Do When the DOL Comes Knocking**

Michelle I. Anderson, J. Hagood Tighe, Megan L. Janes, Jennifer Scully

[Read more →](#)

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EVENT

05/12/21

### **Wage and Hour Wednesday – What To Do When the DOL Comes Knocking**

Michelle I. Anderson, Megan L. Janes, Jennifer Scully

[Read more →](#)

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INSIGHTS

06/23/20

### **10 Tips to Help Massachusetts Employers Navigate Wage And Hour Issues During Reopening**

Joshua D. Nadreau, Jennifer Scully

[Read more →](#)

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INSIGHTS

03/30/20

### **Governor Directs Minnesotans To Stay Home**

Jennifer Scully

[Read more →](#)

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INSIGHTS

03/22/20

### **Connecticut: Non-Essential Businesses Must Keep 100% Of Their Workforce At Home**

Cheryl Pinarchick, Jennifer Scully

[Read more →](#)

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INSIGHTS

02/03/20

## **WEB EXCLUSIVE: January 2020: The Top 14 Labor And Employment Law Stories**

Steven M. Bernstein, Melissa (Osipoff) Camire, Benjamin M. Ebbink, Marty Heller, Anthony Isola, Seth D. Kaufman, Howard A. Mavity, James J. McDonald Jr., Richard R. Meneghello, Samantha J. Monsees, John M. Polson, Jennifer Scully

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INSIGHTS

01/24/20

## **WNBA Players Get Compensation and Benefits Boost in Groundbreaking Deal**

Jennifer Scully

[Read more →](#)

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INSIGHTS

11/01/19

## **Co-Working Spaces: Mitigating Litigation Risks While Encouraging Innovation**

Cheryl Pinarchick, Jennifer Scully

[Read more →](#)

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NEWS

09/23/19

## **Fisher Phillips Expands Employment Litigation Team in Boston**

Jennifer Scully

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