



PAWEL Z. BINCZYK

Partner

Portland, ME

207.477.7006

Service Focus

- Alternative Dispute Resolution
- Contract Administration, Union Grievances and Labor Arbitrations
- Counseling and Advice
- Employers' Rapid Response Team for DHS Raids
- Employment Discrimination and Harassment
- Labor Relations
- Litigation and Trials
- Reputation and Crisis Management
- Union Organizing, Representation Elections and Decertification Campaigns

Industry Focus

- Automotive Dealership
- Hospitality
- Manufacturing
- Non-Profit and Tax-Exempt Organizations
- Retail
- Transportation and Supply Chain

OVERVIEW

Pawel Binczyk is an experienced litigator, counselor, and crisis response professional who represents businesses in labor and employment matters involving complex wage and hour, discrimination, regulatory investigations, and labor relations issues. Adept at defense strategy and risk assessment, Pawel strives to provide clients with clear, actionable advice to navigate tough situations and reach outcomes that align with organizational goals. He has successfully tried dozens of high stakes jury trials.

Pawel's labor relations practice includes guiding employers through union campaigns, negotiations and collective bargaining, and representing them in grievances and unfair labor practice charges.

Related to his labor practice, Pawel also advises public-facing employers on strategies for managing crisis communications and navigating difficult public scenarios. Pawel is skilled in managing the diverse prevention, defense, and communication requirements of organizations that engage regularly with the public.

His clients have included hotels, retailers, restaurants, manufacturers, automotive dealerships, logistics companies, technology companies, factories, paper mills, property managers, non-profits, museums, universities, school districts and the United States Army and National Guard.

In addition to his labor and employment law practice, Pawel is a sought-after advisor on Maine and New Hampshire liquor law. Pawel helps companies procure liquor licenses and provides advice and guidance for ongoing liquor law regulatory compliance. Pawel assists a wide range of clients on liquor law issues, but these matters are of particular importance to companies for whom liquor licensing is essential, including restaurants, retail, hotel and alcohol distribution. For these clients, Pawel's liquor law knowledge complements his advice and representation on employment and labor law.

At the outset of his legal career, Pawel served as an active-duty Judge Advocate in the U.S. Army JAG Corps for six years, working with the Army domestically in the United States, and internationally in Eastern Europe, Scandinavia, and Germany. While on active duty, Pawel supervised hundreds of felony criminal investigations, with a particular focus on serious violent felonies and special victims cases. He tried over 50 cases to verdict and was later selected to oversee the Army's prosecution of sexual assault cases and to train junior counsel for such matters. He collaborated with stakeholders in law enforcement, command, and victim advocacy communities to help create the Army's first Sexual Assault Response and Prevention Resource

Center at Joint Base Lewis-McChord, WA, a pilot program to provide holistic services to survivors that has since been expanded and emulated more broadly.

Pawel applies his background in felony and special victims trial advocacy through active engagement in pro bono legal matters through the Maine Volunteer Lawyers Project Domestic Violence Panel. His sustained pro bono work has earned him repeated recognition as Katahdin Counsel as authorized by the Maine Supreme Judicial Court. Pawel is licensed as a Special Victim Counsel by the JAG Legal Center & School, and CornerHouse certified for its globally-recognized Child Forensic Interview Protocol.

Before joining Fisher Phillips, Pawel was a shareholder with the Portland office of one of Maine's largest law firms, and was an associate with a Maine employment law boutique.

Credentials

Education

- Catholic University of America, Columbus School of Law, J.D., *cum laude*, 2011
- Amherst College, B.A., *cum laude*, 2008
- U.S. Army Command and General Staff College, *distinguished graduate*, 2024
- The Judge Advocate General's Legal Center and School, *Commandant's List*, 2013

Bar Admissions

- Maine
- New Hampshire
- New York
- Massachusetts

Court Admissions

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

- U.S. District Court for the District of Massachusetts
 - U.S. District Court for the District of New Hampshire
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Recognitions

- *Best Lawyers: Ones to Watch in America, Labor and Employment Law and Litigation – Labor and Employment (2023-2026)*
 - Martindale Hubbell AV Preeminent Rating
 - Katahdin Counsel (pro bono recognition) (2023-present)
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Affiliations

Professional Activities

- Maine State Bar Association (Board of Governors)
- Maine State Bar Association, Labor and Employment Law Section
- American Bar Association, Labor and Employment Law Section
- New Hampshire Bar Association
- Military Officer's Association of America
- Cumberland Bar Association
- National Association of Licensing and Compliance Professionals
- Maine Volunteer Lawyers Project (Domestic Violence Panel)
- Maine Bankers Association

Community Activities

- Boots2Roots (Board of Directors)
- Board Member, Town of Gorham (ME) Board of Appeals (Land Use and Development Code)

INSIGHTS

Insights

Feb 4, 2026

Maine Could Soon Join Trend to Define Routine Activities as Lobbying: Key Impacts for Businesses

Insights

Feb 4, 2026

Maine Sets New Restrictions on Workplace Monitoring and Surveillance: What Employers Need to Know

Insights

Jan 29, 2026

FP Super Bowl Predictions! (And 4 Tips for Employers Ahead of the Big Game)

Insights

Jan 21, 2026

Your 5-Step Crisis Communications Plan for Non-Profit Organizations

Insights

Dec 9, 2025

New Year, New Laws in New Hampshire: Is Your Company in Compliance for 2026?

Insights

Nov 6, 2025

Voters Pass More Wage Hikes in Portland, Maine: Everything Employers Must Know