

LYNDSEY M. KRUZER

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EDUCATION

HARVARD LAW SCHOOL, Cambridge, MA, J.D. June 2009

HARVARD UNIVERSITY, Cambridge, MA, A.B. in Government, *cum laude* June 2006

EXPERIENCE

CHOATE, HALL & STEWART, LLP, Boston, MA

Counsel, Litigation Department

May 2018-present

Associate, Litigation Department

April 2016-April 2018

- Represent employers in class action and single plaintiff employment-related litigation in both state and federal court
- Counsel employers on day-to-day employment and human resources-related legal issues, including state and federal statutes such as the FMLA, FLSA, NLRA, OSHA, ERISA, Title VII, and ADA
- Consult on labor and employment issues in private equity deals and other corporate transactions
- Advised clients and represent clients in litigation regarding non-competition and non-solicitation agreements
- Draft employment agreements, handbooks, and policies, including social media policies
- Conduct workplace investigations regarding whistleblowing and wrongdoing, such as unlawful harassment
- Defend clients against whistleblower claims under the Dodd-Frank Act and other state and federal statutes
- Serve as Member of the Hiring Committee

SOUTHFIELD REDEVELOPMENT AUTHORITY, South Weymouth, MA

Chairman

June 2016-Present

Director

September 2014-June 2016

- Serve as chairman of active board of directors overseeing the commercial, retail, and residential redevelopment of the largest parcel of land in Greater Boston
- Liaison with private development partner and various governmental agencies in the Commonwealth

FOLEY HOAG, LLP, Boston, MA

Associate, Labor and Employment Department

January 2010-April 2016

Summer Associate

Summer 2008

- Counseled employers on day-to-day employment and human resources-related legal issues, including state and federal statutes such as the FMLA, FLSA, NLRA, OSHA, ERISA, Title VII, and ADA
- Secured trial victory for a popular Boston restaurant group accused of violating the FLSA and MA Wage Act by failing to give proper notification of the tip credit and by failing to pay employees for all hours worked
- Successfully tried jury trial in which client recovered damages for union's unlawful picketing
- Represented employers, often as primary attorney, in front of state and federal agencies, including the EEOC, MCAD, U.S. Department of Labor, National Labor Relations Board, Massachusetts Fair Labor Standards Division, Massachusetts Department of Unemployment, and agencies in other states
- Advised clients and represent clients in litigation regarding non-competition and non-solicitation agreements
- Drafted employment agreements, handbooks, and policies, including social media policies

- Conducted workplace investigations on wrongdoing, such as unlawful harassment
- Negotiated collective bargaining agreements
- Defended clients against whistleblower claims under the Dodd-Frank Act and other state and federal statutes
- Represented employers with regard to Unfair Labor Practice charges and advise employers on union-related concerns, including organizing campaigns, decertification elections, labor arbitrations, neutrality agreements, and collective bargaining
- Defended management in disputes with unions, ranging from just cause discipline to contract interpretation
- Presented at seminars on topics such as the FMLA, Independent Contractor Misclassification, Massachusetts Earned Sick Time Law, and NLRA for Non-Union Employers
- Served as co-chair of the Women Associates Group, Member of the Hiring Committee, and Member of the Working Group on Associate Development and Retention

U.S. DEPARTMENT OF LABOR, OFFICE OF THE SOLICITOR, Boston, MA

Law Clerk

Summer 2007

- Conducted extensive labor and employment research
- Attended trial and contributed research for post-trial brief
- Drafted discovery documents

BAR ADMISSIONS AND MEMBERSHIPS

- Massachusetts Bar (2009), United States District Court for the District of Massachusetts (2010); First Circuit (2010); District of Columbia Circuit (2015); United States District Court for the District of Colorado (2016)
- Harvard Law School Alumni of Massachusetts (Secretary); Harvard College Class of 2006 Reunion Committee (Event Co-Chair); Massachusetts Bar Association; Boston Bar Association; Women's Bar Association; Harvard Alumni Association; Harvard Club of Quincy

**PUBLICATIONS AND SPEAKING
ENGAGEMENTS**

- Author and edit chapters in treatises, including How to Take a Case Before the NLRB, Massachusetts Discovery Practice, and PLC's Massachusetts Anti-Discrimination Laws Survey
- Presented on topics such as Wage & Hour Law, NLRB for Non-Union Employers, and PTO Laws at Foley Hoag's annual Labor and Employment seminars
- Presented on Independent Contractors under Federal and State Law in Lex Mundi Webinar: "What are True Independent Contractors Under US, Colombian and Puerto Rican Law?"
- Coordinate and author client alerts on a wide variety of labor and employment law topics

HONORS

- Massachusetts Super Lawyers Rising Star in Labor and Employment Law, 2014, 2015, 2016, 2017, and 2018