

# SHEEHAN PHINNEY

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## Mark J. Ventola

Shareholder | Boston, MA

Mark is the Co-Chair of the firm's Labor and Employment Law Practice Group. He provides focused, practical advice about the many aspects of the relationship between employer and employee, with an eye toward risk management and claims avoidance in this increasingly complex area. He also drafts agreements, policies, and protocols concerning hiring, trade secret, termination and separation, wage and hour, family and medical leave, employment discrimination, noncompetition, and other compliance issues. He frequently works with executives, negotiating and drafting agreements and compensation arrangements, both at the initial and terminal points of employment.

Mark serves as outside general counsel to a number of privately owned and family businesses in a variety of industries. Working with business owners and managers, he often plays a key role in business formation, corporate governance, financing, succession planning, acquisitions and divestitures.

Mark's litigation experience includes the defense and prosecution of employment, discrimination, wage and hour, noncompetition and trade secret, shareholder and business disputes, complex product liability, aviation, commercial, real estate, professional malpractice, construction, and insurance coverage/extra-contractual cases. A significant portion of his practice involves handling employment litigation in Superior Court and Federal Court and at the Massachusetts Commission Against Discrimination.

Mark represents public sector employers in collective bargaining with labor unions and is experienced in handling grievance arbitrations and unfair labor practices matters.

To assist clients in litigation avoidance efforts, Mark has developed training programs for managers and staff concerning sexual harassment, management, and human resource issues. He also supervises and conducts internal investigations for the firm's management clients.

Mark frequently lectures and writes on important employment law and human resources topics and developments.

## Key Cases

- Successful defense of multi-state employer in class/collective action wage and hour litigation.
- Representing business owners in claims brought by minority shareholders.
- Defending wage claims in Superior Court.



### Contact Information

Phone: 617.897.5630

Fax: 617.439.9363

Email: [mventola@sheehan.com](mailto:mventola@sheehan.com)

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- Acting as general counsel for closely-held, multi-state service businesses.
- Obtaining and defending against actions seeking injunctive relief based upon non-competition agreements.
- Handling discrimination cases in Superior Court and at the Massachusetts Commission Against Discrimination.
- Advising and advocating for executives faced with voluntary or involuntary career choice transitions.
- Representing business owners in shareholder and employee exodus situations.
- Representing public sector employers in union organizing campaigns and collective bargaining.
- Advising a multi-state employer in the creation and implementation of its company-wide policy manual.

## Practice Areas

- Labor & Employment
- Labor & Employment Litigation
- Corporate
- Business Litigation
- Private Companies

## Admissions

- Commonwealth of Massachusetts
- State of New Hampshire

## Education

- J. D., Boston University School of Law
- B.S., Boston College, *magna cum laude*

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## Civic Involvement

- As an active member of his community, Mark serves, or has served, on the: Finance Council for Saint Patrick Parish in Stoneham; Stoneham School Building Committee; Board of Directors for the Stoneham Chamber of Commerce, where he was named 2005 New Member of the Year; Board of Directors for the Friends of Greater Melrose Charitable Foundation; Vice President of the Malden Catholic Alumni Association; Melrose Youth Task Force, as Chairman; Melrose Historic District Commission; Melrose Administration Reform Committee. He has also served on the Board of Directors and coached for Stoneham Youth Basketball.
- The Order of Sons of Italy
- Appian Club
- National Italian American Foundation
- Massachusetts Defense Lawyers Association
- Defense Research Institute
- Massachusetts Bar Association
- Boston Bar Associations
- Director, The Justinian Law Society

## Awards

- Massachusetts Super Lawyer®, Labor & Employment Law
- Boston's top rated lawyers, ALM and Martindale Hubbell
- Edward F. Hennessey Scholar, Boston University School of Law
- G. Joseph Tauro Scholar, Boston University School of Law

## Recent Publications

Client Alert- Supreme Judicial Court Advises Legislature Should Clarify Independent Contractor Test

Attorney General Issues Gender Identity Guidance for Public Accommodations

Client Alert – Massachusetts' Pay Equity Law

The Department of Labor Announces Final Rule on White Collar Exemptions

HR Power Hour – New Mandatory MA Sick Leave Law

Client Alert – Attorney General Issues Proposed Regulations Under Massachusetts Earned Sick Time Law

Client Alert – Attorney General Issues Final Regulations under Massachusetts Earned Sick Time Law

Client Alert – New Parental Leave Law

SJC ruling on PIP statute provides needed clarity

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Client Alert – Massachusetts' Mandatory Sick Time Law

Featured In: Overtime Rules Promise Challenges For Some NH Firms