PARTRIDGE SNOW & HAHN LLP

MICHAEL A. GAMBOLI

Partner

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Trusted Partner. Michael acts as a trusted partner/outside general counsel to clients of varying sizes and across a number of industries, working to ensure the most effective delivery of the Firm's full range of legal services. Clients greatly benefit from Michael's ability to coordinate a variety of matters and ensure that each project accounts for the existence of other ongoing situations and the greater goals of the client.

Expertise. Michael's legal expertise is focused on management side employment law, where he advises and defends businesses on all aspects of human resources related issues. Michael partners with business clients to strategically address employment issues in order to avoid risk and litigation, and to minimize the impact on business operations. Michael's greatest asset is his ability to use his expertise and experience to provide practical, business-oriented solutions to any human resource problem.

Guidance. Michael works closely with human resource professionals, in-house counsel, and executives on a daily basis to address performance, termination, potential discrimination, wage and hour, employee discipline, and leave of absence concerns, and is well-versed in emerging areas such as remote work, pay equity, pregnancy accommodation and paid leave laws in multiple jurisdictions. As a member of the *Employment Law Alliance*, Michael has easy access to resources in every state and country around the globe to assist clients with cross-border issues and to navigate the complexities of operating with employees working in multiple states or countries, be it in person or remotely. Michael also has extensive experience negotiating and drafting employment policies, contracts, noncompetition agreements, handbooks, voluntary separation programs, and separation agreements.

Investigations. Michael provides guidance and defense to businesses under investigation or being audited by state or federal regulatory agencies such as the EEOC or DOL. He also conducts internal investigations for clients on issues ranging from harassment to wage and hour risks.

Litigation. Michael has over 30 years' experience defending businesses in state and federal courts (in multiple jurisdictions) and administrative agencies (such as the EEOC, RICHR, MCAD) on claims of discrimination, sexual harassment, whistleblower retaliation, misclassification and wage and hour violations. He has also defended and prosecuted numerous lawsuits concerning the enforcement of noncompetition, non-solicitation and non-disclosure of trade secrets agreements.

Practice Areas

Corporate & Business | Employment & Labor | Litigation & Disputes | Nonprofit & Tax-Exempt |

Education

Boston University School of Law, J.D., magna cum laude

Bucknell University, B.S.

Bar Memberships

Rhode Island

Massachusetts