

# SHEEHAN PHINNEY

## Andrea G. Chatfield

Of Counsel | Manchester, NH

Previously with the firm Cook Little, Andrea joined Sheehan Phinney in 2022. She provides practical advice and guidance to employers on risk management issues in the workplace. This includes both day-to-day personnel decisions that can have a high degree of liability if not done carefully, and high level policy-making decisions, such as developing employee handbooks, executive employment agreements, non-competition agreements, social media policies, and other organizational protocols.

Andrea has successfully represented employers of all types and sizes before administrative agencies in discrimination, whistleblower, unemployment, and wage disputes.

Andrea also serves as an outside investigator for employers who need to respond to highly sensitive internal complaints of discrimination and harassment. In addition, Andrea develops and conducts in-house trainings for businesses and other employers in such matters as preventing workplace harassment and how to manage within the law. She is frequently a public speaker on employment law topics.

Andrea assists clients with:

- Workplace investigations
- Discrimination/Harassment
- Wage and hour compliance
- Family and medical leave and other leave laws
- Employee handbooks and other workplace policies
- RIF's, severance agreements, and other termination issues
- Workplace privacy issues
- Social media guidelines
- Drug testing and drug-free workplace programs
- Non-disclosure, non-competition and other restrictive covenants
- Employment agreements
- Whistleblower protection
- Employment risk management

## Practice Areas

- Labor & Employment
- Startups/BOOST



### Contact Information

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## Admissions

- State of New Hampshire
- New Hampshire Bar Association, Labor & Employment Section
- Commonwealth of Massachusetts

## Education

- B.S., *summa cum laude*, Suffolk University
- J.D., *magna cum laude*, Syracuse University College of Law

## Civic Involvement

- HR State Council of NH, Government Relations & Legislative Chair
- Business & Industry Association of NH, Vice Chair, HR/Healthcare/Workforce Development Committee
- Society of Human Resources Management
- Manchester Area Human Resources Association
- Personnel Advisory Committee, Amoskeag Health

## Awards

- 2022 BIA Above and Beyond Award
- 2022 Ry Perry HR Hero Award
- 2020 HR State Council Volunteer of the Year Award

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- Chambers USA, Employment Law
- Martindale Hubbell, AV Peer Review Rated
- Best Lawyers of America® 2019 'Lawyer of the Year'
- Best Lawyers of America®, Employment Law/Management

## **Publications**

- New Guidance for Supporting Pregnant and Nursing Employees
- Hiring Your First Employee Requires Growing Up Fast
- Paid Family Medical Leave in New Hampshire