

Mark D. Pomfret

Partner

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OVERVIEW

Mark Pomfret is a partner in the firm's Labor, Employment, and Workplace Safety practice. He represents local, regional, and national employers in all areas of employment and labor law. He has significant experience before federal and state courts in employment related litigation defending against discrimination, sexual harassment, wrongful termination, privacy, civil rights, whistleblower, contract, and tort-based claims, as well as enforcing noncompetition and other restrictive covenant obligations. Mark also has successfully handled numerous administrative proceedings and investigations on behalf of clients before various federal and state agencies, including the US Equal Employment Opportunity Commission, the US Department of Labor, and the Massachusetts Commission Against Discrimination. Based on his accomplishments, Mark has been recognized by both *Chambers USA* for Labor and Employment in Massachusetts, as well as *The Best Lawyers in America*® in the areas of Employment Law-Management and Litigation-Labor and Employment.

In addition to his extensive litigation related experience, Mark regularly counsels and advises companies on a wide variety of employment and labor issues, including compliance with federal and state employment and labor laws and regulations; employee hiring, discipline, and discharge; reductions in force and plant closings; employment practices and policies; structuring the workforce (including the use of independent contractors and temporary employees); and the employment and labor implications of mergers, acquisitions and other corporate transactions. He also has conducted training for clients on such topics as sexual harassment, employee leaves of absence, workplace violence, wage-hour concerns, and various aspects of the Family and Medical Leave Act and the Americans with Disabilities Act. As a labor law advisor, Mark has assisted management on union avoidance, union election campaigns, collective bargaining agreements, grievances and arbitrations, and unfair labor practice charges.

During his career, Mark has acted as employment and labor counsel to clients across a broad spectrum of industries including high technology, manufacturing, pharmaceuticals, printing, telecommunications, financial services and real estate.

PROFESSIONAL BACKGROUND

Prior to joining K&L Gates, Mark served as a Special Assistant District Attorney for Middlesex County in Massachusetts where he tried numerous cases to jury and bench verdicts.

ACHIEVEMENTS

- Recognized by *Chambers USA* for Labor & Employment in Massachusetts, 2024-2026
- Recognized in *The Best Lawyers in America*® in Boston, MA
  - Employment Law - Management, 2023-2027
  - Litigation - Labor and Employment, 2023-2027

PROFESSIONAL / CIVIC ACTIVITIES

- American Bar Association (member, Labor and Employment Law Section)
- Massachusetts Bar Association (member, Labor and Employment Law Section)
- Boston Bar Association (member, Labor and Employment Law Section)

SPEAKING ENGAGEMENTS

Mark has spoken at a number of seminars, including those presented by the Massachusetts and Boston Bar Associations, as well as various professional and trade groups.

EDUCATION

- J.D., University of Notre Dame Law School, 1992 *(Notes Editor, Journal of Legislation)*
- B.A., Middlebury College, 1987

ADMISSIONS

- Bar of Massachusetts
- United States Court of Appeals for the First Circuit
- United States District Court for the District of Massachusetts

THOUGHT LEADERSHIP *POWERED BY HUB*

- 31 December 2025, Massachusetts Employment Law Update for 2026
- 20 October 2025, What Employers Should Do Before 29 October 2025 to Prepare for Massachusetts' Pay Transparency Law
- 2 August 2024, Massachusetts Joins Growing Number of States With a Pay Transparency Law
- 18 May 2021, COVID-19: Massachusetts to Lift Most COVID-19 Restrictions and End State of Emergency

- 15 January 2021, Benefits Now Available under the Massachusetts Paid Family and Medical Leave Law
- 9 September 2020, Massachusetts Issues Updated Paid Family and Medical Leave Regulations
- 9 June 2020, COVID-19: Massachusetts Moves into Phase II of Reopening
- 20 May 2020, COVID-19: Massachusetts Adopts a Four-Phase Approach to Reopening Businesses
- 4 May 2020, COVID-19: Massachusetts Announces Second Extension of Closures, Restrictions; Announces Reopening Advisory Board
- 6 April 2020, COVID-19: Massachusetts Extends Non-Essential Business Closures and Gathering Restrictions
- 25 March 2020, COVID-19: Massachusetts Closes Non-Essential Businesses and Further Limits Gatherings
- 19 March 2020, COVID-19: Massachusetts Enacts Emergency Bill to Waive One-Week Waiting Period for Unemployment Benefits for Workers Affected by COVID-19
- 21 January 2020, 2019 Non-Compete Statutes Are Officially In Effect: Are Employers Ready?
- 26 September 2018, Sweeping Changes to Noncompetition Agreements in Massachusetts
- 12 March 2018, Employers Beware: Time for a New “A-Poach”
- 7 August 2017, Massachusetts Establishes New Protections for Pregnant Workers
- 26 July 2017, Massachusetts’s Highest Court Rules that Employee Fired for Medical Marijuana Use Can Hold Employer Liable for Discrimination

OTHER PUBLICATIONS

He has written for a number of publications including *CCM: The American Lawyer's Corporate Counsel Magazine, Outside Counsel,* and the *Journal of Legislation*.

NEWS & EVENTS

- 29 October 2026, K&L Gates Advises WilliamsMarston on Acquisition of Charted's NetSuite Services Business
- 4 June 2026, K&L Gates Receives Nearly 235 Firm, Individual Rankings in 2026 *Chambers USA* Guide
- 5 June 2025, K&L Gates Receives More Than 240 Firm, Individual Rankings in 2025 *Chambers USA* Guide
- 6 June 2024, K&L Gates Receives More Than 200 Firm, Individual Rankings in 2024 *Chambers USA* Guide
- 18 August 2022, More Than 350 K&L Gates Lawyers Named Among 2023 Best Lawyers in America, Ones to Watch

OTHER MEDIA MENTIONS

- Quoted, "Massachusetts Employers Brace for 'Lose-Lose' Salary Range Law," *Bloomberg Law*, 4 December 2024

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Class Action Defense
- Employment Disputes
- Employment Investigations
- Employment Issues in Business Transactions
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety