



Melinda (Mindy) J. Caterine

Shareholder

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Practice Areas

Whistleblowing, Compliance and Investigations
Discrimination and Harassment
Leave and Accommodation
Healthcare
Retail
Financial Services
Energy
Emerging Companies and Venture Capital

Overview

Melinda (Mindy) J. Caterine represents management in employment disputes before federal and state courts and agencies throughout New England. Her practice includes defending employers in matters involving:

- Sexual harassment
- Employment discrimination
- Retaliation
- Wrongful discharge
- Employment contract dispute cases

Mindy also conducts training on numerous employment issues, such as:

- Harassment
- Wage and hour compliance

- Reductions-in-force
- Leaves of absence
- Discipline and discharge

In addition to her practice, Mindy has taught a course on employment discrimination as an adjunct professor at the University of Maine School of Law.

Professional and Community Affiliations

- Member, Labor and Employment Law Section, American Bar Association
- Management Co-Chair, Publications Committee, Labor and Employment Law Section, American Bar Association
- Member, Employee Rights and Responsibilities Committee, Labor and Employment Law Section, American Bar Association
- Member, Leadership Development Program, American Bar Association, 2011
- Member, Maine State Bar Association
- Co-Chair, Women's Law Section, Maine State Bar Association, 2007 and 2008
- Member, New Hampshire Bar Association
- Member, Board of Directors, National Conference of Women's Bar Associations, 2009-2015
- Member, Board of Directors, Maine State Chamber of Commerce
- Member, Labor & Employment Innovation and Technology Board, Bloomberg BNA

Events & Speaking Engagements

HR Roundtable: Navigating New Rules from the Federal Government

Portland Regional Chamber of Commerce

June 11, 2024

2023 New England Regional Employer Conference

Boston, MA

November 14, 2023

Attracting, Retaining, and Accommodating Neurodiverse Employees – The Benefits and Business Case

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Mental Illness and the ADA: What Employers in the Retail Industry Need to Know

July 19, 2016

Vermont Enters the Paid Sick Leave Fray: What Employers Need to Know in Order to Comply with the New Law

May 17, 2016

Advanced Accommodation Issues: Accommodating Mental/Cognitive Disabilities and Chronic Episodic Conditions in the Workplace

8th Annual Labor and Employment Law Conference, Section of Labor and Employment Law - American Bar Association, Los Angeles, CA

November 6, 2014

Can Employees be Disciplined for Off-Duty Conduct

Annual Meeting, Section of Labor and Employment Law – American Bar Association, New Orleans, LA

November 9, 2013

The Government Cares About My Profile? Latest Trends in Federal Regulation of Social Media

6th Annual Labor and Employment Law Conference, Section of Labor and Employment Law - American Bar Association, Atlanta, GA

November 3, 2012

Master Course on Managing Leaves of Absence, Accommodations & Accessibility

Annual Convention - Association of Corporate Counsel, Denver, CO

October 24, 2011

Analyzing Emotional Distress Claims

Annual Meeting, Employment Rights and Responsibilities Committee - American Bar Association, San Juan, Puerto Rico

March 22, 2011

Books & Book Chapters

, *Employment At Will: A State-By-State Survey*, Bloomberg BNA, editor-in-chief, 2012

Recognition

- Named, Lawyer of the Year, Litigation - Labor and Employment, Portland, ME, *The Best Lawyers in America*®, 2022
- Named, The Best Lawyers in America® , 2010-2025
- Awarded, AV Preeminent® Peer Review Rating *Martindale-Hubbell*
- Ranked, Labor & Employment *Chambers USA*, 2007-2008, 2010-2024
- Named, Top 10 Most Influential Labor & Employment Lawyers in Maine *Business Today*, 2023
- Named, Super Lawyer, New England, *Super Lawyers*, 2010-2019
- Awarded, Client Choice Award *Lexology and Association of Corporate Counsel*, 2013-2015
- Named, International Who's Who of Management Labour and Employment Lawyers *Who's Who Legal*, 2013-2019
- Fellow *College of Labor & Employment Lawyers*, Inducted 2016
- Fellow *American Bar Foundation*, Inducted 2008
- Named, Labour & Employment *Who's Who Legal*, 2017, 2024

Education

J.D., Notre Dame Law School, 1990

B.A., Bowdoin College, 1987, *With Honors*

Bar Admissions

Maine

Massachusetts

New Hampshire

Vermont

Courts

U.S. Court of Appeals, 1st Circuit

U.S. Court of Appeals, 2nd Circuit

U.S. District Court, District of Maine

U.S. District Court, District of Massachusetts

U.S. District Court, District of New Hampshire

U.S. District Court, District of Vermont

Publications & Press

Maine Adopts Final Rules for Paid Family and Medical Leave Program

Littler ASAP

December 6, 2024

Littler Ranked in 2024 Chambers USA Guide

Press Release

June 6, 2024

Maine Legislative Roundup: New Employment Laws Were Enacted This Session

Littler ASAP

July 14, 2023

Maine Poised to Enact Sweeping Paid Family and Medical Leave Law

Littler ASAP

July 5, 2023

Littler Recognized in 2023 Chambers USA Guide

Press Release

June 6, 2023

Littler Ranked in Chambers USA Guide 2022

Press Release

June 1, 2022

Amended Maine Law Will Require Vacation Payout When Employment Ends

Littler ASAP

April 22, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Press Release

May 27, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Press Release

April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Press Release

June 5, 2018

Littler Ranked in 2018 Chambers USA Guide

Press Release

May 15, 2018

Employers in This State Can't Reject Job Applicants 'Solely' for Smoking Pot

In the News

February 16, 2018

Maine Employers Must Ignore Off-Work Marijuana Use, Cease Testing Applicants

Littler ASAP

January 30, 2018

Littler Attorneys Named in 2017 Who's Who Legal Guide

Press Release

September 28, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Press Release

May 26, 2017

Maine Delays Effective Date of Anti-Discrimination Provisions of Recreational Marijuana Law

Littler ASAP

March 17, 2017

College of Labor and Employment Lawyers Names Two Littler Attorneys as Fellows

Press Release

November 16, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Press Release

August 16, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Press Release

May 27, 2016

Vermont Becomes the Fifth State to Pass Paid Sick Leave Legislation

Littler ASAP

March 23, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Press Release

August 18, 2015

Maine Enacts Law Restricting Employer Access to an Employee's or Job Applicant's Social Media Accounts

Littler ASAP

August 17, 2015

Chambers USA Recognizes Littler and Its Attorneys

Press Release

May 20, 2015

Littler Expands New England Presence with Office in Portland, Maine

Press Release

February 2, 2015

Your Business: Make your social media policy clear

Portland Press Herald

January 25, 2011