

Richard D. Glovsky

Counsel

Boston

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Richard works with clients to preserve their human capital resources through risk mitigation strategies. When the need arises, he aggressively prosecutes and defends his clients' interests in litigation.

OVERVIEW

Richard defends significant employment-related litigation, including class actions, wage and hour issues, and discrimination and retaliation claims. He also pursues cases for financial services, health care, hospitality companies, and other businesses to protect their trade secrets and to prevent former employees from violating their restrictive covenant obligations.

Richard advises C-suite officers on a plethora of issues, including intellectual property, real estate, corporate governance, and government investigations and litigation. His eye is always on obtaining the most advantageous results for clients, both in terms of human capital and their bottom line.

As a litigator with expansive experience, clients often engage Richard in matters outside his core practice of employment law. For example, in a trial that encompassed 11 months, he represented the former director of the Office of Special Investigations, an office tasked with identifying and prosecuting Nazi war criminals living in the U.S., in sui generis proceedings related to Department of Justice attorneys having been accused of committing a fraud on the court due to their pursuit of a Nazi camp guard accused of being Ivan the Terrible of Treblinka. Most recently, Richard asserted a case involving the denial of pension benefits that may be applicable to hundreds of former state employees.

A former assistant U.S. attorney and chief of the Civil Division of the U.S. Attorney's Office for the District of Massachusetts, Richard is intimately familiar with the U.S. District Court there, often being requested to assist the court by representing indigent plaintiffs to help resolve their cases.

REPRESENTATIVE MATTERS

- For a Massachusetts-based bank, Richard obtained a sizeable monetary settlement and a permanent injunction from the U.S. District Court in Boston against a former employee who strayed to a competitor and allegedly violated the restrictive covenants in his contract.
- For a financial management company, by aggressively pursuing early-stage discovery, Richard intensely pursued a former employee for absconding with his client's trade secrets.

- In a dispute that engendered litigation in Texas and Florida, after two days of trial in Fort Lauderdale, Florida, Richard obtained a preliminary injunction against a former financial institution executive accused of violating the non-solicitation obligations in his employment contract.
- In a hotly contested matter, Richard secured a prompt resolution on behalf of a Massachusetts real estate client in a case in New Hampshire involving alleged violations of noncompete agreements.
- In the U.S. District Court for the Eastern District of Pennsylvania, Richard first-chaired, and the client prevailed, in a rare evidentiary hearing conducted on the issue of class certification.
- After an evidentiary hearing that spanned 11 months, Richard obtained a 211-page decision clearing a former Justice Department official client of having committed a fraud on the court regarding a concentration camp guard, Ivan the Terrible of Treblinka.

AWARDS

- *Boston Magazine*, Top Lawyer (2022)
- *Chambers USA*, Labor and Employment (2014-2025)
- *The Best Lawyers in America*®: Closely Held Companies and Family Businesses Law (2025-2026), Commercial Litigation (2024-2026), Employment Law-Management (2016-2026), Litigation-Labor and Employment (2020-2026)
- *Super Lawyers*® Massachusetts, Employment Litigation (2004-2024)
- Judge Baker Children's Center, Honoree (2019)
- Anti-Defamation League, David A. Rose Civil Rights Award
- Dartmouth College, Distinguished Alumnus Award
- Dartmouth College, The Charles F. Moore, Jr. Award
- Dartmouth College, The Class of 1926 Award
- American Jewish Committee, Community Service Award
- Lena Park Development Corporation, Community Service Award
- AV Rating® by Martindale-Hubbell, Peer Review Rated
- Senior Fellow, Litigation Counsel of America, Order of Veritas

TOP AREAS OF FOCUS

- Employment Counseling
- Independent Contractor Misclassification + Compliance
- Labor + Employment
- Noncompete + Trade Secrets

ALL AREAS OF FOCUS

- Employment Counseling
- Financial Services
- Government + Regulatory
- Health Care + Life Sciences
- Hospitality
- Independent Contractor Misclassification + Compliance
- Labor + Employment

- Labor + Employment Litigation + Dispute Resolution
- Noncompete + Trade Secrets
- Nonprofit Organizations + Foundations
- OSHA + Workplace Safety
- Private Equity

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Member, Dartmouth College Alumni Council
- Member, City of Boston Disability Commission
- Founder and co-chair, Latino-Jewish Roundtable
- Former national chair, Anti-Defamation League, Hispanic-Jewish Relations
- Civil Rights
- Education
- Former chair, New England Regional Board
- Former chair, Human Rights Commission of the City of Newton, MA
- Former president, Dartmouth College Class
- Former member, Massachusetts Bar Foundation's IOLTA Grants Program Review Committee
- Judicial Nominating Commission of Massachusetts (2012-2015)

PROFESSIONAL EXPERIENCE

- Assistant United States attorney in Boston, served as chief of the Civil Division
- United States Department of Justice, Office of Legal Counsel

EDUCATION AND CERTIFICATIONS

EDUCATION

- Boston College Law School, J.D.
- Dartmouth College, B.A.

BAR ADMISSIONS

- Massachusetts
- District of Columbia
- New York

COURT ADMISSIONS

- Supreme Court of the United States
- U.S. Court of Appeals, First Circuit
- U.S. District Court, District of Massachusetts
- U.S. Court of Appeals, Sixth Circuit

SPEAKING ENGAGEMENTS

- Speaker, “COVID- 19 Vaccinations: Pros, Cons and Considerations,” *Locke Lord*, February 24, 2021.
- Speaker, “COVID-19 Vaccinations: Pros, Cons and Considerations,” *Locke Lord*, January 21, 2021.
- Speaker, “COVID-19: Key Labor and Employment Issues,” LexisNexis, May 6, 2020.
- Speaker, “HR Roundtable with Locke Lord: Labor Laws in the Time of COVID-19,” Greater Newport Chamber of Commerce Webinar, April 8, 2020.
- Speaker, “Non-Competition Agreements: A New Age in Massachusetts and a Number of Unknowns,” *Locke Lord*, January 29, 2020.

PUBLICATIONS

- Co-author, “Massachusetts Supreme Judicial Court Holds That Retention Bonuses Are Not ‘Wages’ Under the Massachusetts Wage Act,” *Troutman Pepper Locke*, November 20, 2025.
- Author, “Massachusetts Enacts New Pay Transparency Legislation,” *Locke Lord*, October 2024.
- Co-author, “Some Individuals Acting as Franchisees Are Independent Contractors Under Massachusetts’ Strict Classification Test,” *Locke Lord QuickStudy*, September 6, 2024.
- Author, “New Trend Becomes Reality in Massachusetts,” *Locke Lord QuickStudy*, August 2, 2022.
- Author, “New Trends in Discrimination Legislation,” *Locke Lord QuickStudy*, March 23, 2022.
- Author, “Guidance for Employers on Vaccination and Testing Rules,” *The Practical Guidance Journal*, Spring 2022.
- Author, “The First Circuit Sends an ADA Warning to Employers,” *Locke Lord QuickStudy*, September 22, 2021.
- Author, “Avoiding Harassment Claims,” *Lexis Practical Guidance*, September 21, 2021.
- Author, “A Renewed Warning to Massachusetts Employers: Arbitration Agreements Must Be Thoughtfully Composed,” *Locke Lord QuickStudy*, August 3, 2021.
- Author, “Emergency Paid Leave in Massachusetts: Round Two,” *Locke Lord QuickStudy*, June 7, 2021.
- Author, “Massachusetts Courts Send Warnings to Employers,” *Locke Lord QuickStudy*, May 24, 2021.
- Author, “COVID-19 Vaccinations: Thoughts for Employers,” *Boston Bar Journal*, May 2021.
- Author, “New Legislation Delivers Relief to Massachusetts Employers and Proposes Emergency COVID-19 Paid Sick Leave Program,” *Locke Lord QuickStudy*, April 2, 2021.
- Author, “Florida Enacts Comprehensive Law Providing COVID-19 Liability Protections,” *Locke Lord QuickStudy*, April 1, 2021.
- Author, “The Biden Administration: What May Be Ahead and Already Is Happening,” *Locke Lord*, February 2021.
- Author, “UPDATE on the Families First Coronavirus Response Act (FFCRA) Leave Protections Following Enactment of Consolidated Appropriations Act, 2021,” *Locke Lord QuickStudy*, December 28, 2020.
- Author, “Vaccinations: Thoughts for Employers Update,” *Locke Lord QuickStudy*, December 21, 2020.
- Author, “Vaccinations: Thoughts for Employers,” *Locke Lord QuickStudy*, December 15, 2020.
- Author, “Massachusetts Paid Family and Medical Leave Act – January 1 Implications,” *Locke Lord QuickStudy*, October 30, 2020.
- Author, “Key Questions for Employers Facing COVID-19 (FAQ),” *Locke Lord QuickStudy*, July 20, 2020.
- Author, “Updates From the Agencies: COVID, COVID, COVID and Then Some,” *Locke Lord*, July 2020.
- Author, “Best Practices for Preventing and Responding to Flu/Coronavirus Outbreaks in the Workplace,” *The Lexis Practice Advisor Journal*, Summer 2020.
- Author, “An Employer’s Guide To COVID-19 Emergency Planning,” *Law360*, May 2020.

- Author, "Business Continuity and Emergency Planning," *Lexis Practice Advisor*, May 2020.
- Author, "Pandemic Flu/Influenza/Coronavirus (COVID-19): Key Employment Law Issues, Prevention, and Response," *Lexis Practice Advisor*, April 2020.
- Author, "Coronavirus (COVID-19) Considerations for Traveling Employees," *Lexis Practice Advisor*, April 16, 2020.
- Author, "Employers Confront Their Obligations as Coronavirus (COVID-19) Spreads," *Lexis Practice Advisor*, March 23, 2020.
- Author, "Massachusetts' March 23 Directive Re: Restrictions and Essential Services During the COVID-19 Crisis," *Locke Lord QuickStudy*, March 23, 2020.
- Author, "COVID-19: What Should Employers Do About It?," *Locke Lord QuickStudy*, March 2, 2020.
- Author, "Department of Labor Finalizes Sweeping New Joint Employer Rules," *Locke Lord QuickStudy*, February 12, 2020.
- Author, "Comprehensive Massachusetts Employment Law Guide," *Lexis Practice Advisor*, 2017.