

Jessica C. Jeffrey

Of Counsel

One Financial Center
Suite 3500
Boston, MA 2111

T 617.217.4605

jessica.jeffrey@nelsonmullins.com



Jessica concentrates her practice on employment litigation and counseling throughout the United States. She advises and represents clients in areas such as state and federal agency investigations, discrimination claims, wage and hour matters, compliance with state and local employment laws, employee terminations, restrictive covenants, and other employment-related agreements.

Jessica has litigated employment and commercial disputes before federal and state courts and administrative agencies, including state and federal fair employment and human rights agencies.

Experience

The following is a selected sampling of matters and is provided for informational purposes only. Past success does not indicate the likelihood of success in any future matter.

Previous Professional Experience

- Complex civil litigation attorney in the Boston office of a national law firm
- Litigation associate in the Boston office of a Regional Law Firm.
- Judicial intern, the Hon. Harry M. Grossman of the Massachusetts Land Court

Educational Activities

- Suffolk University Law School
 - Student attorney, Suffolk University Law School Housing Clinic

Recognitions

The bar rules of some states require that the standards for an attorney's inclusion in certain public accolades or recognitions be

Education

Suffolk University Law School, JD, summa cum laude (2013)

- Staff, Editor, *Suffolk University Law Review*
- Suffolk Law Jurisprudence Award: Constitutional Law, Torts, Property, Evidence

Boston University, BS, Journalism with a minor in History, summa cum laude (2008)

Admissions

Massachusetts

New Hampshire

U.S. District Court for the District of Massachusetts

U.S. District Court for the District of New Hampshire

Practice Areas

[Employment & Labor](#)

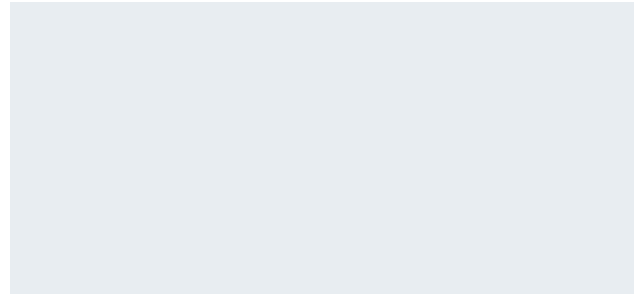
[Trade Secrets & Employee Mobility](#)

[Commercial Litigation & Business Torts](#)

[Employee Benefits](#)

provided. When such accolades or recognitions are listed, a hyperlink is provided that leads to a description of the respective selection methodology.

- [Best Lawyers in America® Ones to Watch](#), Commercial Litigation (2023–2026)
- [Massachusetts Super Lawyers Rising Star](#), Products Liability General: Defense (2018-2019, 2022-2023)



Articles & Speeches

Insights

[U.S. Regional Employment 2022 Global Practice Guide, Massachusetts 'Law and Practice' Chapter](#), *Chambers and Partners*- Co-Author (2022)

[US Regional Employment 2021](#), *Chambers Global Practice Guides*- Contributor (October 13, 2021)

[Law and Practice: North Carolina](#)- Contributor (September 29, 2021)

[Understanding Recent Changes to the DOL Joint Employer Test](#), *FSR*- Co-Author (September 2020)

[Getting Ready To Seek Noncompete, Trade Secret Injunctions](#), *Law360*- Author (January 27, 2020)

[Preliminary Injunction Hearings in Breach of Restrictive Covenant and Trade Secret Misappropriation Actions: Best Practices for Plaintiff Employers](#), *Lexis Practice Advisor® Practice Note*- Co-Author (December 18, 2019)

Blogs

[Disparate Impact: Executive Order Restoring Equality of Opportunity and Meritocracy v. Title VII & the Courts](#), *The HR Minute* - Co-Author (May 2, 2025)

[The Fourth Circuit's Ruling and What it Means for Employers](#), *The HR Minute* - Co-Author (April 17, 2025)

[Maryland Federal Court Enjoins Implementation and Enforcement of Two Trump Executive Orders Directed at DEI](#), *The HR Minute* - Author (February 25, 2025)

[President Trump's DEI Roll Backs: What Are They and How Should Employers Respond?](#), *The HR Minute* - Author (February 12, 2025)

[Important Update for Massachusetts Employers: February 1, 2025 Wage Data Reporting Deadline](#), *The HR Minute* - Author (January 17, 2025)

[Supreme Court Rejects Heightened Evidentiary Standard for FLSA Cases](#), *The HR Minute* - Author (January 16, 2025)

[New California Whistleblower Notice Requirements for Employers](#), *The HR Minute* - Author (January 9, 2025)

[Reminder for Massachusetts Employers About Wage Data Report Deadline on Feb. 1, 2025](#), *The HR Minute* - Co-Author (December 5, 2024)

[Massachusetts Enacts Salary Transparency Law](#), *The HR Minute* - Author (September 26, 2024)

[DOL Overtime Rule Blocked for Employees of State of Texas](#), *The HR Minute* - Author (July 2, 2024)

[New York Employers Must Now Provide Paid Prenatal Leave](#), *The HR Minute* - Co-Author (April 24, 2024)

[Proposed EEOC Harassment in the Workplace Guidance](#), *The HR Minute* - Author (October 10, 2023)

[U.S. Supreme Court Halts OSHA's "Vaccine or Test" Mandate but Upholds CMS Vaccination Requirement for Healthcare Workers](#), *The HR Minute* - Co-Author (January 21, 2022)

[Employer Takeaways for OSHA's Long-Awaited COVID-19 Mandate](#), *The HR Minute* - Co-Author (November 4, 2021)

[OSHA Issues New Guidance to Prevent COVID-19 Exposure in the Workplace](#), *The HR Minute* - Co-Author (August 18, 2021)

[Back to Office Vaccination Policy Guidance](#), The HR Minute - Co-Author (June 16, 2021)

[WARN Act May Apply to COVID-Related Job Losses](#), The HR Minute - Co-Author (Jan. 8, 2021)

[Department of Labor Provides Guidance on FFCRA Leave Due to Summer Camp Closures](#), The HR Minute - Co-Author (July 14, 2020)

[Critical Infrastructure: Do's and Don'ts](#), The HR Minute - Co-Author (April 9, 2020)

[New Massachusetts Law Requires that Employers provide Mandatory Paid Leave](#), The HR Minute - Author (May 22, 2019)