



Matthew J. LaMourie

Of Counsel

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207.791.3000

Matthew is an attorney in the firm's Employment Law and Litigation Groups. His practice is equally divided between management-side labor and employment litigation and compliance counseling, where he represents clients in court, as well as in proceedings before federal and state administrative agencies.

Matthew represents clients in numerous industries, including healthcare, energy, technology, transportation, the "gig" economy, hospitality, retail, manufacturing, automotive, agriculture and cannabis. He brings deep knowledge and decades of experience to guide his clients through a range of workforce management challenges. Companies across diverse industries seek his advice in navigating complex and constantly evolving federal and state employment laws.

Matthew builds effective, collaborative relationships with his clients, grounded in an in-depth understanding of their industry, their business objectives, and the labor and employment risks and opportunities they face. He strives to help businesses minimize their exposure to liability and costly litigation so they can focus on fostering productive, cohesive workforces.

Matt and his wife Mary C. Hartman live on Cousins Island, in Yarmouth, Maine.

Admissions

- Maine
- Massachusetts
- New Hampshire
- U.S. District Court, District of Maine
- U.S. Court of Appeals, First Circuit

Education

- Cornell University (2020)
 - Cert. Bargaining Studies
- Northeastern University School of Law (J.D., 1995)
- University of Delaware (M.S.S., 1985)
- Michigan State University (B.A., 1983)

Services

- [Immigration](#)
- [International Commerce](#)
- [Employment Law](#)
- [Litigation](#)
- [Transportation & Maritime Law](#)
- [Cannabis Business](#)

Professional Activities

- American Bar Association
 - Section of Labor & Employment
- Maine State Bar Association
- New Hampshire Bar Association
- Maine Chapter of the Labor Employment Relations Association (LERA), Maine Chapter

Civic and Charitable Activities

- Rippleffect, Board of Directors, former Executive Committee Member
- Children's Theatre of Maine, former Board member
- City of Portland Civil Service Commission, former Chair

Representative Matters

- **Avoiding Litigation in Federal Wage and Hour Suit** - Matthew successfully negotiated the conclusion of a federal wage and hour enforcement action brought against a client with industrial workforces located in several states. In addition to assisting the client in avoiding costly litigation involving the U.S. Department of Labor and several former employees, he developed firm-wide solutions aimed at ensuring future FLSA compliance.
- **Pandemic Response Strategies** - Matthew provided strategic guidance, legal counsel and drafting in connection with the implementation of a comprehensive temporary furlough and wage reduction plan intended to preserve workforce levels and respond to reduced cash flow resulting from COVID-19 pandemic conditions, for a multinational automobile parts distributor.
- **Bargaining Advice and Counsel** - Matthew provided strategic guidance as a bargaining team negotiator for a specialized steel fabricator in connection with its negotiation of a collective bargaining agreement subject to multiple ratification votes amidst pandemic and inflationary conditions.
- **Corporate Reorganization and Execution** - Matthew was integral in the creation of a new operations and maintenance company for a multinational energy company. In connection with a pending refinancing transaction, Matthew analyzed how a necessary corporate reorganization would change the client's legal and employment-related obligations, planned the tasks and timing related to the reorganization, then quarterbacked its execution.
- **Union Avoidance and ULP Defense** - Matthew was engaged by a large licensee in a highly-regulated industry to develop the client's human resources compliance programs and coordinated the client's successful responses to aggressive union organizing efforts and simultaneous unfair labor practice charges filed with the National Labor Relations Board.