



Walter Foster

Member

Boston

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With more than 30 years of trial and appellate experience, Walter focuses on employment, business, municipal, and pension law, advising and representing both private and public sector employer clients on all manner of business disputes, non-compete litigation, and employment-related disputes, including class action wage and overtime disputes and claims of sexual harassment or discrimination based on disability, race, national origin, gender, age, sexual orientation, or religion.

While he is a seasoned litigator, Walter also assists clients in reducing or preventing the incidence of disruptive employment-related claims. He provides clients with comprehensive consultation services and training sessions to assist in designing policies that promote a professional work environment compliant with state and federal laws. When necessary, Walter conducts discrimination and workplace investigations and advises on employment contracts, non-competition agreements, and wage and hour compliance issues.

Before joining Cozen O'Connor, Walter was a member in the labor and employment practice of a national firm. While there, he appeared on several occasions before the Massachusetts Supreme Judicial Court, including in a case concerning the constitutional right of a jury trial in discrimination law cases. In addition, he would offer annual training sessions for human resource professionals on workplace investigations and was part of an interdisciplinary team that assisted international businesses in navigating the complex U.S. regulatory framework.

Earlier in his career, Walter served as an Assistant Attorney General in Massachusetts, defending state agencies in administrative law appeals. He also served as the Chief of the Massachusetts Bay Transportation Authority's labor law unit and as a Special Assistant Attorney General.

Walter earned his bachelor's degree, *cum laude*, from Dartmouth College, and his law degree from Columbia University School of Law.

Practice Areas

- Labor & Employment

Education

- Columbia University School of Law, J.D., 1988
- Dartmouth College, B.A., *cum laude*, 1983

Bar Admissions

- Massachusetts

Court Admissions

- U.S. Supreme Court
- U.S. Court of Appeals for the First Circuit

Affiliations

Adjunct Professor of Law at New England Law

Boston Bar Association

Massachusetts Bar Association

Massachusetts Association of Public Pension Attorneys

Town of Acton, Massachusetts; Former Selectman and Chairman, Former Planning Board Member

Community Preservation Committee, Chair and At-Large Member

Awards & Honors

- The Best Lawyers in America 2023 for Employment Law – Management
- Massachusetts Super Lawyers
- Boston Magazine's Top Lawyers, 2021

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