

SHEEHAN PHINNEY

James P. Reidy

Shareholder | Manchester, NH

Jim practices in the areas of management side labor and employment law with an emphasis on assisting employers in effectively avoiding, or defending against, employment disputes. He represents organizations ranging from multi-national corporations, to closely-held, family-owned businesses, to not-for-profit entities and public sector employers. Since joining the firm in 1989, Jim has expanded an already well-established employment law practice group. This group is now recognized as one of the best labor and employment practices in Northern New England.

Jim has extensive experience handling matters before the New Hampshire Department of Labor, the New Hampshire Commission for Human Rights, the U.S. Equal Employment Opportunity Commission and the U.S. Department of Labor as well as other state and federal agencies.

He regularly writes articles and presents seminars on a wide range of employment law topics. He is frequently asked by the media, business groups and human resources associations to comment on breaking news and recent developments in labor and employment law. Jim writes, and presents seminars on a wide range of employment law topics. He has been a workplace law resource for several media outlets including The New York Times, CNN, The Washington Post, The Wall Street Journal, Bloomberg, WMUR, NPR, HR Magazine, NH Business Review and Business NH Magazine. Most recently, he was asked to present again this year at the Society for Human Resources (SHRM) Annual Legal and Legislative Conference in Washington, D.C., as well as their national convention in Las Vegas, Nevada.

Jim is the moderator of NHLABORNET, the popular Internet discussion group for human resource professionals in New Hampshire. Jim is also the creator and serves as the managing editor of Good Company, Sheehan Phinney's quarterly e-newsletter, which features articles on legal developments and best practices in business.

Key Matters

- Assisted an out-of-state employer with the abatement of substantial civil penalties assessed by the New Hampshire Department of Labor.
- Helped restructure a company's employee handbook, executive contracts and commission sales agreements.



Contact Information

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- Successfully defended a manufacturing client on an age discrimination claim.
- Assisted an employer with significant reorganization, reduction-in-force and plant closing activities.

Practice Areas

- Commercial Contracts
- International Contracts
- Labor & Employment
- Labor & Employment Litigation

Admissions

- State of New Hampshire
- Commonwealth of Massachusetts
- First Circuit Court of Appeals
- Member, Labor and Employment Law sections of Lex Mundi, an international association of law firms
- American Bar Association
- New Hampshire Bar Association
- Massachusetts Bar Association
- Member, Employers Counsel Network/Editor, New Hampshire

Education

- J.D., New England School of Law, *cum laude*
- M.P.A., Northeastern University
- B.A., Assumption College

Industry Involvement

- Member, River Valley Human Resource
- Member, SHRM External Speaker Bureau
- Featured speaker and emcee at the annual Granite State Human Resources conferences
- Chair, New Hampshire High Alliance's Human Resources Exchange
- Vice President of Legislative and Regulatory Affairs, Manchester Area Human Resources Association
- Former Legislative Affairs Chair/current At-Large Member, HR State Council of New Hampshire
- Graduate of 2006 Class of Leadership New Hampshire
- Board member, New England Association of Personnel Services (NEAPS)
- Board member, Business and Industry Association (NH)

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Awards

- Chambers USA, Labor & Employment, Top Tier
- Best Lawyers in America® 2020 Manchester Lawyer of the Year, Employment Law - Management
- Best Lawyers in America® 2019 Manchester Lawyer of the Year, Employee Benefits Law
- Best Lawyers in America® 2016 Manchester Lawyer of the Year, Labor Law - Management
- Best Lawyers in America® 2014 Manchester Lawyer of the Year, Employment Law - Management
- Best Lawyers in America®, Employment Law - Management, Employee Benefits (ERISA) Law, Labor Law - Management
- New England Super Lawyer®, Employment & Labor Law
- New Hampshire 200: The state's most influential business leaders, New Hampshire Business Review, 2019
- Business Excellence Award (Business and Professional Services), New Hampshire Business Review
- Above and Beyond Award, Business and Industry Association (NH)

Publications

- A Careful Balance: Managing Political Activity and Speech at Work
- Marijuana and the Modern Workplace
- When Free Speech and Employment Clash
- Live Free and Get High?
- 10 HR Lessons from the Patriots Winning Ways
- Legal and Legislative Update September 2018: Recent Updates to New Hampshire Workplace Laws
- An Employers Guide to Disciplining Difficult Employees
- Are Employer Drug-Testing Programs Obsolete?
- If Sex Harassment Claims Weren't "Unsettling" Enough
- Legal and Legislative Update June 2018: Gender Identity Added to NH's Anti-Discrimination Laws
- Legal and Legislative Update March 2018: Are NH Employers Ready for these Potential Workplace Changes?
- 2017 Top Ten List of Wage and Hour Violations in New Hampshire
- Legal and Legislative Update October 2017: Workplace Bills Introduced in the NH Legislature
- Legal and Legislative Update September 2017: Texas Court Finally Rules on Proposed Overtime Changes
- Legal and Legislative Update September 2017
- One Step Closer to Robots Taking Over
- Legal and Legislative Update June 2017
- How not to handle terminations and layoffs – What HR professionals and managers can learn from the United Airlines fiasco
- Labor & Employment Law: Workplace Laws Proposed in Washington and Concord
- Legal and Legislative Update March 2017
- Yours, Mine and Hours: Making Cents of Common Wage and Hour Violations