

# SHEEHAN PHINNEY

## James P. Reidy

Shareholder | Manchester, NH

Jim is the Co-Chair of the firm's Labor and Employment Group. He practices in the areas of management side labor and employment law with an emphasis on assisting employers with compliance and 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 regularly writes and presents seminars on a wide range of workplace law topics. In addition to being an editor of the BLR New England Law Letter, Jim also contributes to the BLR and Lex Mundi state law annual employment updates. 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. He is a regular presenter at the SHRM (Society for Human Resources) Annual Legal and Legislative Conference in Washington, D.C., as well as SHRM's annual national convention. Jim is also a member of SHRM's Speakers Bureau.

Jim is the moderator of NHLABORNET, the popular Internet discussion group for human resource professionals in New Hampshire. He has been recognized as a top tier employment lawyer by Chambers USA, Best Lawyers USA and New England Super Lawyer. Jim has been recognized by the NH Business and Industry Association for his work on behalf of employers and NH Business Review as one of the top 200 most influential business leaders in New Hampshire. Most recently, Jim was inducted as a fellow in the American Bar Association College of Labor and Employment Lawyers.



### Contact Information

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# SHEEHAN PHINNEY

## Key Matters

- Helped employers navigate and comply with federal and state laws and regulations and guidance during COVID-19 pandemic.
- Assisted an out-of-state employer with the abatement of substantial civil penalties assessed by the New Hampshire Department of Labor.
- Provided practical guidance to employers with regard to changes to drug/alcohol policies after changes to state marijuana law.
- Helped restructure a company's employee handbook, executive contracts and commission sales agreements.
- 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

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

## Admissions and Memberships

- 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
- Fellow, American College of Employment Lawyers
- Fellow, American Bar Association Foundation
- Member/Editor, Employers Counsel Network; New Hampshire/New England law letter

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## Education

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

## Industry Involvement

- Member, Society for Human Resources (SHRM) External Speaker Bureau
- Featured speaker and emcee at the annual Granite State Human Resources conferences
- Featured speaker at SHRM Annual Legal and Legislation (Washington, DC) Conference
- Featured speaker at SHRM Annual Conference
- Keynote Presenter, Twin State (NH/VT) HR Conference
- Chair, New Hampshire High Tech Alliance's Human Resources Exchange
- Regular contributor, HR Power Hour
- 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, Business and Industry Association (NH)

## Awards

- Chambers USA, Labor & Employment, Top Tier
- Best Lawyers in America® 2025 Manchester Lawyer of the Year, Employment Law/Management
- Best Lawyers in America® 2022 Manchester Lawyer of the Year, Labor Law/Management
- 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, 2021
- Business Excellence Award (Business and Professional Services), New Hampshire Business Review
- Above and Beyond Award, Business and Industry Association (NH)
- Allied Member of the Year for 2024, New Hampshire Lodging & Restaurant Association

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## Publications

- NH Business: Overtime pay & non-compete rules may change this summer
- Navigating the Post-COVID Workplace
- Can employees be required to get the Covid-19 vaccine?
- If a Picture Paints a Thousand Words, Why Can't I Zoom Interview?
- New EEOC Guidance Clarifies ADA Protections Related to Opioids
- Managing Political Speech in the Office
- Tom Brady and a Cautionary Tale for Employers
- A Careful Balance: Managing Political Activity and Speech at Work
- NH's Legislative Roundup
- 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

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- 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