



Alison F. Reif

Partner

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Alison Reif is a partner in Choate's Labor and Employment practice group. With more than twenty years of experience advising companies and executives on all aspects of employment relationships, Alison provides practical and efficient advice to clients on employment issues and specializes in finding workable, real world solutions.

Also a seasoned litigator, Ms. Reif has successfully represented companies in more than fifty lawsuits brought by their employees, involving a wide variety of claims. Ms. Reif specializes in advice to international companies, particularly in the United Kingdom and Canada, who are starting operations in the United States and require assistance in navigating United States employment laws.

Ms. Reif also serves as counsel to a number of Independent Schools in the New England area.

She is listed in *Best Lawyers in America* and has repeatedly been named a *Massachusetts Super Lawyer*.

EDUCATION

Stanford Law School
JD, 1997

Oberlin College
BA, 1993, *magna cum laude*,
Phi Beta Kappa

PRACTICE FOCUS

Employment Counseling

Advises companies on hiring and employment agreements, terminations and RIFs, disability and leave issues, wage and hour compliance and audits, harassment investigations, employment and severance agreements, employee handbooks and policies, non-competition and other post-employment restrictions, independent contractor arrangements, employee classifications, and virtually all other issues facing modern employers.

Employment Litigation

Handles employment litigation, arbitration and administrative cases regarding discrimination, harassment, whistleblowing, non-competition and other post-employment restrictions, ERISA benefits and contract- and tort-based employment claims.

REPRESENTATIVE ENGAGEMENTS

- Conducted external audits of companies for compliance with Equal Pay Acts.
- Successfully represented large national company in Department of Labor audit regarding employee classifications, resulting in full dismissal of charges.
- Guided companies through complete audit of their employee practices and forms to ensure legal compliance and implement best practices.

ADMISSIONS

Massachusetts

District of Massachusetts

U.S. Supreme Court

PRACTICE AREAS

Labor and Employment

Whistleblower Defense

- Obtained full defense verdict for large Massachusetts employer in jury trial of discrimination and retaliation claims.
- Conducted multiple external investigations for Fortune 500 and smaller companies, into allegations of harassment, discrimination and retaliation.
- Provided training to client's management team on compliance with various employment laws, including harassment, discrimination and leave laws.
- Successfully represented departing executive and new company in litigation over noncompetition agreement.
- Represented large medical products manufacturer in complex federal court litigation involving "whistleblower" claim.
- Obtained full defense verdict in trial before the Massachusetts Commission Against Discrimination of sexual harassment and retaliation claims.
- Represented major insurance company in arbitration over change-in-control severance benefits.
- Represented major insurance company in federal court litigation over ERISA pension plan benefits.
- Successfully counseled large and small employers through complex situations involving employee disability and leave issues, employment aspects of mergers and acquisitions, violations of non-competition agreements and discrimination and harassment allegations.
- Drafted employee handbooks and employment agreements for compliance across multiple states.

PUBLICATIONS AND PRESENTATIONS

- "Diversity and Harassment in the Workplace: Current Trends and Best Practices," *presenter*, Boston Private Venture and Private Equity Conference, June 2018.
- "Key Employment Law Principles for Companies Entering the U.S.," *presenter*, Travers Smith London Seminar, October 2017.
- "Navigating Non-Compete Agreements: a Board Primer," *moderator*, Stybel Peabody & Associates' Seat at the Table, September 2014.
- "Severance Agreements and Considerations," *presenter*, April 2014.
- "Massachusetts CORI Reform and Personnel File Law Update," *presenter*, Hospitality, Financial and Technology Professionals Association Cape Cod Meeting, October 2010.

- “Best Practices for a Reduction in Force: A Basic Checklist,” *co-author, Employee Relations Law Journal*, July 2010.
- “Massachusetts Legislation Requires Implementation of Electronic Data Protection Policies and Procedures,” *panelist, Duff & Phelps Panel Discussion*, June 2009.
- “Employment Law for U.S. Startups,” *presenter, Swiss House for Advanced Research and Education Innovation and Entrepreneurship*, June 2009.
- “New Guidance Issued on ADA’s Association Provision,” *Boston Business Journal*, 2005.
- “An Ounce of Prevention is Worth a Pound of Cure: Preventing Employee Theft and Fraud,” *co-author, Massachusetts Bar Association Section Review*, 2003.

PROFESSIONAL AND COMMUNITY INVOLVEMENT

Ms. Reif is a member of the Labor and Employment Sections of the Massachusetts Bar Association and the Boston Bar Association. She has served on the Board of Directors for Greater Boston Legal Services and is a member of the Firm's Pro Bono Committee.