Reid M. Wakefield

Of Counsel

Direct: 508.768.0730
rwakefield@mironklaw.com

Overview

Reid's goal is to help clients avoid and solve problems. He partners with clients to advise on and resolve the complex and challenging issues employers face in an efficient and effective manner. Reid is very detail-oriented and provides straightforward and practical advice to employers on day-to-day employment issues. He routinely drafts employment agreements, severance agreements, handbooks, and workplace policies. Additionally, clients trust Reid to conduct internal investigations of workplace matters, including at the executive level.

Reid is an experienced litigator who enjoys the challenge of handling complex disputes. He views litigation as a problem to solve, with the goal of resolving claims in the most effective and practical manner possible, whether through motion practice, negotiated resolution, or litigation through trial and beyond.

Reid frequently represents employers and their leaders before federal and state courts and administrative agencies, including the Massachusetts Commission Against Discrimination and the Equal Employment Opportunity Commission. His litigation practice focuses on the defense of discrimination, harassment, retaliation, disability accommodations, wrongful termination, breaches of employment agreements, and wage and hour laws. His litigation work also includes restrictive covenants, business torts, housing and public accommodation discrimination, and other civil rights claims.

Prior to joining the firm, Reid served as Commission Counsel for the Massachusetts Commission Against Discrimination. He previously worked in private practice in Tallahassee, Florida, as well as with the Florida Office

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Education

Florida State University (2009)

University of Massachusetts – Dartmouth (2006)

Bar Admissions

Massachusetts

Florida

U.S. District Court for Massachusetts

U.S. District Courts for the Northern, Middle, and Southern Districts of Florida

U.S. Court of Appeals for the First Circuit

U.S. Court of Appeals for the Eleventh Circuit

Related Services

Employment Litigation

Labor, Employment and Employee Benefits

Litigation

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of the Attorney General.

Experience

- Reid successfully defended claims of discrimination against a regional hospital and its physician leaders brought by a physician whose employment was terminated due to quality issues. He secured dismissal of multiple claims and parties at summary judgment, and, following a two-week jury trial in federal court, obtained a defense verdict on all remaining claims.
- Reid has obtained dismissals of numerous complaints brought at the Massachusetts Commission Against Discrimination with Lack of Probable Cause Findings.

Affiliations

- Co-Chair, Worcester County Bar Association Labor & Employment Law Section

Awards & Recognitions

- Included in *The Best Lawyers: Ones to Watch in America*™ for his work in Litigation – Labor and Employment (2025, 2024)
- Recognized by *Boston* magazine and *Law & Politics* as a Massachusetts "Rising Star" (2024)

Articles & Speaking Engagements

- Quoted in "Exempt Vs. Nonexempt Employees: What's the Difference?" *Forbes*, December 3, 2025
- "Payment Pitfalls: Ensuring Compliance with Wage & Hour Laws and Avoiding the Most Common Employer Mistakes," Mirick's Employment Law Seminar (October 7, 2025)
- "Employment Law and Labor Issues in the Trump Administration," WCBA Labor and Employment Law Section (May 29, 2025)
- "EEOC Issues Fact Sheet Identifying Potential Ways "Wearables" in the

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Workplace Can Implicate Federal Anti-Discrimination Laws," Mirick O'Connell Client Alert, December 27, 2024

- "Employment Retaliation Claims in MA: How can Employers Avoid or Defeat such Claims?", presenter, Mirick O'Connell Labor, Employment and Employee Benefits Seminar (October 2024)
- "Lessons Learned from the Trenches: Best Practices to Ensure Effective Performance Management and, when such practices fail, to Conduct Employment Terminations so as to Minimize Organizational Risk," Mirick O'Connell Labor, Employment and Employee Benefits Annual Seminar (May 4, 2023)
- Quoted in "Employer 'Hounding' Worker for His Baby's Birth Certificate Sparks Debate," *Newsweek*, March 9, 2023
- "Massachusetts "CROWN" Law Prohibits Discrimination Based on Hairstyle," Mirick O'Connell Client Alert, July 28, 2022
- "COVID-19 Employment Legal Issues," Massachusetts Municipal Auditors and Accountants Association Fall Conference (November 4, 2021)
- "Massachusetts COVID-19 Emergency Paid Sick Leave – Benefits Extended," Mirick O'Connell Client Alert, October 1, 2021
- "What Employers Need to Know About President Biden's 'Path Out of the Pandemic' COVID-19 Action Plan," Mirick O'Connell Client Alert, September 14, 2021
- "Massachusetts Emergency COVID-19 Paid Sick Leave," *On Air with Mirick O'Connell* legal podcast (June 30, 2021)
- "Massachusetts COVID-19 Emergency Paid Sick Leave – Updated Guidance and Resources," Mirick O'Connell Client Alert, June 15, 2021
- "Massachusetts COVID-19 Emergency Paid Sick Leave – Employer Guidance," Mirick O'Connell Client Alert, June 2, 2021
- Quoted in "What the EEOC's Updated Covid Guidelines Mean for Business Leaders," *Forbes*, May 28, 2021
- "Workplace Investigations in Today's World," Mirick O'Connell Spring Webinar Series (May 21, 2021)
- "US Department of Labor Withdraws Independent Contractor Rule," Mirick O'Connell's Labor, Employment and Employee Benefits Law Blog, May 10, 2021

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- Quoted in "How Do US Laws Protect LGBTQ Homebuyers From Discrimination," *The Balance*, April 23, 2021
- "Discussing Women in Construction," Massachusetts Construction Law Webinar (July 30, 2020)
- "Fair Housing and Housing Discrimination in Massachusetts," *On Air with Mirick O'Connell* legal podcast (June 11, 2020)
- "Update on COVID-19 Workplace Health and Safety Enforcement by OSHA and the Massachusetts Attorney General," Mirick O'Connell Client Alert, May 22, 2020

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