

Carla A. Reeves

Director

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Carla Reeves is an employment lawyer and litigator who assists employers with navigating federal and state employment laws, mitigating risks associated with employment and operational issues, and litigation when disputes arise.

Carla provides day-to-day advice on matters including performance management, workplace discrimination and harassment, accommodations, leaves, wage and hour issues, and separations. She also advises employers on employment agreements, noncompete and non-solicitation agreements, and workplace policies.

In her litigation practice, Carla represents clients before state and federal courts, and administrative agencies in employment and other business disputes. She also represents clients in alternative dispute resolution, including arbitration, agency conciliation, and mediation.

As a trained investigator, Carla conducts investigations of reports of discrimination, harassment, retaliation, and other workplace misconduct. She also conducts customized workplace trainings and cultural assessments.

Carla also represents clients in government investigations, inquiries, and enforcement actions. Her experience includes wage and hour, occupational safety and health, False Claims Act, and other whistleblower actions involving the U.S. Department of Labor, the U.S. Environmental Protection Agency, the U.S. Department of Justice, and State Attorneys General offices.

Accolades

- *Chambers USA*, Labor & Employment, Massachusetts, 2020-2022 (Associate to Watch); 2023-2024 (Up and Coming); 2025 (Band 5)
- 2025 Go To Employment Lawyer, *Massachusetts Lawyers Weekly*
- 2025 Massachusetts Black Women Attorneys Ida B. Wells Award
- Best Lawyers in America® Ones to Watch (2021-2025): Litigation, Labor and Employment
- Lawdragon 500: Top U.S. Corporate Employment Lawyers 2022-2023, 2025

- *Boston Magazine* Top Lawyers, Employment, 2021, 2023-2024
- Employment Law Trailblazer, *The National Law Journal*, 2021
- Excellence In the Law - Up & Coming Lawyer, *Massachusetts Lawyers Weekly*, 2021
- Denis Maguire Pro Bono Award, Volunteer Lawyers Project 2018
- Pro Bono Award, Lawyers for Civil Rights, 2019

Affiliations

- American Employment Law Council (AELC), Member
- Commissioner, Massachusetts Judicial Nominating Commission (2024-Present)
- Boston Bar Association
 - Governing Council (2024-Present)
 - Co-Chair, Women of Color Attorneys Leadership Network (2022-2024)
 - Co-Chair, Diversity, Equity, Inclusion & Belonging Section (2021-2023)
- Massachusetts Bar Association, Labor & Employment Section Council
- Massachusetts Black Lawyers Association
- Massachusetts Black Women Attorneys
- Leadership Council on Legal Diversity (2020 Fellow)
- Women's Bar Association of Massachusetts
 - Mentor, Women's Leadership Initiative (2024 and 2025)

Languages

- Spanish

Admissions

- Massachusetts
- New York
- District of Columbia
- U.S. District Court for the District of Massachusetts
- U.S. District Court for the Eastern District of Michigan
- U.S. Court of Appeals, First Circuit

Education

- Boston College Law School (J.D.)
- Union College (B.A., *magna cum laude*)

Pro Bono

Carla's pro bono work includes providing employment advice to organizations dedicated to supporting survivors of sexual assault and domestic abuse, organizations dedicated to alleviating poverty, and nonprofit legal services organizations. She also represents domestic violence survivors in family law proceedings through the Women's Bar Foundation's Family Law Project for Domestic Abuse Survivors.

Representative Matters

In-House Employment Counsel Secondment

Acted as in-house employment counsel for a private employer, providing day-to-day employment and business advice to legal, human resources, and executive leadership teams on a temporary basis.

Workplace Training Programs

Conduct periodic discrimination and harassment prevention training for clients in retail, private equity, media, sports, and nonprofit industries.

Agency-Certified Trainings on Equal Employment Opportunity Laws

Completed training certified by the Massachusetts Commission Against Discrimination on investigating reports of discrimination and harassment in the workplace, and on strategies for responding to requests for workplace accommodations.

External and Independent Investigations

Conducted external and independent investigations for clients in higher education, transportation and logistics, manufacturing, retail, sports, financial services, healthcare, and nonprofit industries.

Jury Verdict in Age Discrimination Case

Obtained jury verdict on behalf of a large retailer in an age discrimination and constructive discharge case filed in Massachusetts Superior Court.

Defense Verdict in Breach of Contract Case

Obtained a defense verdict in a bench trial of a breach of contract action brought by a customer against a retailer.

Litigation of Public Accommodation Discrimination Cases

Secured dismissal of claims of public accommodation discrimination brought against retailers.

Defense of Trade Secret Litigation

Secured dismissal of claims of trade secret misappropriation, tortious interference, and unfair and deceptive practices filed against an aviation company.

False Claims Act Investigation and Qui Tam Action

Represented a multinational retailer in a false claims act investigation brought by the Attorney General of New York and in a related qui tam action.

Defense of OSHA and EPA Investigations and Enforcement Proceedings

Represented retailers in investigations and enforcement actions by the Occupational Safety and Health Administration and Environmental Protection Agency arising out of alleged workplace conditions.

Defense of OSHA Retaliation Claims

Secured dismissal of multiple whistleblower retaliation complaints filed against a commercial real estate developer under the Occupational Safety and Health Act.

Defense of Anti-Money Laundering Act Retaliation Claims

Secured dismissal of whistleblower retaliation complaint filed with the Occupational Safety and Health Administration against a financial technology company.

Designing and Conducting Equity Reviews in the Education Industry

Co-led, designed, and conducted a large-scale equity review of a university's systems and structures for preventing, reporting, and responding to incidents of bias, discrimination, and harassment. Developed recommendations designed to improve the experiences of students, faculty, and staff.

Conducted an equity review of policies and procedures for an independent secondary school as part of a broader equity initiative.

Workplace Dispute Resolution

Designed and facilitated an employee conflict resolution process on behalf of a private university.