

Rebecca J. Wilson

Partner

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Practices

COVID-19 Task Force
Employment Law and
Litigation
Health Care Litigation and Risk
Management

Bar Admissions

Commonwealth of
Massachusetts
United States Court of Appeals
for the First Circuit
United States District Court for
the District of Massachusetts

Education

Boston College, J.D., *cum
laude*, 1979
Trinity College, B.A., *summa
cum laude*, 1975 (Phi Beta
Kappa)

Overview

Rebecca is a trusted counselor, thoughtful problem solver, and passionate advocate for her clients. As a management-side employment lawyer, Rebecca has represented a number of employers and business owners for many years, as their businesses have grown and as they have adapted to changing business conditions. Rebecca counsels clients on all aspects of their relationships with employees and offers practical solutions to resolving workplace disputes. Her practice also includes working with clients to develop policies and practices to mitigate the risk of an employment practices claim, including offering compliance advice on the myriad of state and federal laws concerning the employment relationship, drafting employee handbooks and employment agreements, and conducting sexual harassment and other manager and employee training. Rebecca also serves as an outside independent investigator involving a variety of employee complaints, such as sexual harassment, hostile work environment and retaliation.

When employment disputes result in litigation, Rebecca efficiently, zealously, and effectively mounts a vigorous defense. She has defended clients in the full range of employment cases in state and federal courts and before administrative agencies including the MCAD and EEOC. She has represented employers in Title VII, ADEA, ADA, FLSA, FMLA and M.G.L. c. 151B cases as well as cases alleging common law claims such as defamation, wrongful termination, intentional interference with an advantageous business relationship, and breach of contract, including non-compete agreements.

Rebecca's litigation practice also includes defending a variety of professionals including psychiatrists, psychologists and social workers in licensing proceedings and in malpractice actions. In the early years of her practice, Rebecca was part of a national trial team and defended A.H. Robins Company statewide in cases involving the Dalkon Shield, an allegedly defective intrauterine device.

Affiliations

- International Association of Defense Counsel, a peer-reviewed, invitation only organization of corporate and defense attorneys
- Member, Board of Directors (2008-2011)

- Chair, Continuing Education Board (2007-2008)
- Chair, Employment Law Committee (2003-2005)
- Life Fellow, American Bar Foundation
- Life Fellow, Massachusetts Bar Foundation
- Massachusetts Bar Association, Civil Litigation Section; Labor and Employment Law Section
- Boston Bar Association
- Defense Research Institute, Employment Law Committee
- American Bar Association, Labor and Employment Section
- Member, Board of Directors, Massachusetts Defense Lawyers Association (2000-2005)
- Member, Board of Editors, Defense Counsel Journal (1995-present)

Articles & Seminars

- Co-Author, Busting the Black Box: Big Data, Employment, and Privacy, 84 Defense Counsel Journal, No. 3 (July 2017). The full article is available [here](#).
- The Cycle of America's Privacy Intrusion: The USA Patriot Act Continues a Historical Trend, The Joan Fullam Irick Privacy Project, Phase III (International Association of Defense Counsel, 2007)
- Romantic Relationships at Work: Does Privacy Trump the Dating Police, 70 Defense Counsel Journal, 78 (2003)
- Using Joint Defense Agreements, 68 Defense Counsel Journal, 449 (2001)
- Using Case Law and Strategies to Defend Family and Medical Leave Act Claims, 64 Defense Counsel Journal, 534 (1997)
- How to Prevent Sexual Harassment Claims in Your Own Backyard, 63 Defense Counsel Journal, 237 (1996)
- Quality Practice Management: A Manual for Law Firms, (International Association of Defense Counsel, 1995) Author of Chapter XIV, "Preventing Sexual Harassment Claims"
- International Association of Defense Counsel Mid-Year Meeting, Privacy in the Workplace
- International Association of Defense Counsel, Annual Meeting, The Use of the Joint Defense Privilege and Joint Defense Agreement in Parallel Civil and Criminal Proceedings
- International Association of Defense Counsel, Mid-Year Meeting, Prevention of Sexual Harassment Claims

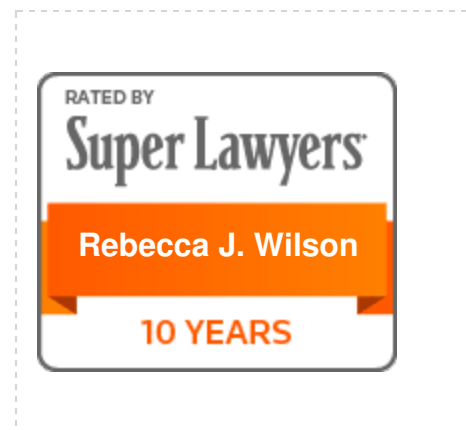
Representative Cases

- *Shervin v. Partners HealthCare System et.al.*, 804 F.3d 23 (1st Cir. 2015)(jury verdict for defendants after a six-week trial for alleged gender discrimination and retaliation affirmed).

- *Santos v. City of Fall River et. al.*, 942 F.Supp. 2d 178 (D. Mass. 2013)(summary judgment for defendants on political affiliation claim of agency executive director and on claim for breach of contract where employment agreement void as a matter of public policy).
- *Christensen v. Kingston School Committee*, 360 F.Supp. 2d 212 (D. Mass. 2005)(prevailed on a motion to dismiss claims for violation of procedural and substantive due process under state and federal law by terminated school employee).
- Over 30 years of practice has defended multiple claims against employers in state and federal court and before administrative agencies for sexual harassment and/or failure to promptly and adequately investigate claims of sexual harassment and/or retaliation for making claim of sexual harassment as well as multiple claims alleging gender, race, disability, national origin and gender orientation discrimination.
- Has defended a number of municipal and state employers for alleged violations of procedural and substantive due process rights by terminated employees.

Awards

- *Best Lawyers in America* (2013-present)
- *Super Lawyers* (2004-present)
- Martindale Hubbell AV (Preeminent) Rating
- Charter Fellow, Litigation Counsel of America, Trial Lawyer Honorary Society
- Life Fellow, American Bar Foundation
- Life Fellow, Massachusetts Bar Foundation





Interests

- Travel and cooking