

PARTNER

Tracy Thomas Boland

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OVERVIEW

Tracy Boland counsels clients on the full range of employment law issues from hiring to firing including performance management, investigations, wage and hour issues, leaves of absence and the accommodations process, discrimination and harassment issues and investigations and reductions in force. She particularly enjoys supporting clients as they work through novel and emerging legal issues such as pay equity and the ever-growing number of paid leave laws. Clients also rely on her to draft and revise employee handbooks, employment agreements, and severance and settlement agreements.

When a client's compliance is tested, Tracy represents them before Federal and State administrative agencies, courts and in arbitration. Her experience in litigation includes leading clients successfully through jury trials and oral argument before the First Circuit Court of Appeals. She also has extensive experience and success in preserving client resources by resolving matters through settlement. Tracy is proud to maintain strong relationships with clients with both a local and broader geographic presence that run the gamut from non-profit organizations to small businesses to leaders in their respective industries. Tracy's experience spans across many industries such as private clubs, healthcare, banking, non-profit and technology.

Clients recognize and appreciate Tracy's empathy as they navigate the challenges of running a business today, especially in Massachusetts. Her practical advice and counsel go beyond just telling clients what the law provides; Tracy takes the entire business into consideration. Tracy works in partnership with clients, as a fellow business owner, to find a way to make it all work, realizing that the path forward likely will be different for each of the firm's valued clients.

Tracy is an experienced trainer, having completed the MCAD's Certified Harassment and Discrimination Train-the-Trainer Courses. She is a frequent lecturer on traditional and developing employment law issues and a member of and active speaker for many trade and Human Resources-focused organizations. Tracy has published numerous articles and given interviews on employment law topics in *Massachusetts Lawyers Weekly*, the *Boston Business Journal* and various trade publications.

Honors

Massachusetts Lawyers Weekly recognized Tracy as a "Top Women of Law." She is listed as a *Massachusetts Super Lawyer for Employment Litigation*.

Before Bowditch

Before joining Bowditch, Tracy was a partner at an employment law firm. Prior to that, she practiced at a global law firm and served as a judicial law clerk with the Massachusetts Superior Court and Massachusetts Probate and Family Court.

Besides work

One of Tracy's regrets in life is not adding "chef" to her resume so she is regularly cooking or baking. To counter the impact of that, Tracy does not sit down very much and you can find her working out, running or trying to walk as fast as her tall twin teenage boys. Tracy *has* been known to stop moving for a good cocktail or book.

AFFILIATIONS

- Boston Bar Association
- Massachusetts Bar Association
- Women's Bar Association
- Greater Boston Chamber of Commerce
- Hospitality Financial and Technology Professionals
- The Boston Club
- New England Club Managers Association

COMMUNITY INVOLVEMENT + PRO BONO

- City Year's Women in Leadership Committee
- Walker, Inc.
- Clarke Schools for Hearing and Speech
- Medfield Food Pantry
- Friends of Medfield High School Theater Society
- Global Volunteers

BAR + COURT ADMISSIONS

- Massachusetts
- Connecticut

EDUCATION

- J.D., *cum laude*, New England School of Law
- B.A., University of Vermont