

PARTNER

Tracy Thomas Boland

T. 617-757-6522 E. tboland@bowditch.com

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

- Member, Boston Bar Association
- Member, Massachusetts Bar Association
- Member, Women's Bar Association
- Member, Greater Boston Chamber of Commerce
- Member, Hospitality Financial and Technology Professionals
- Member, The Boston Club
- Member, 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

ARTICLES & TALKS

ARTICLES

- "[New Massachusetts Law Prohibits Discrimination Based on Hairstyle](#)," Bowditch, July 29, 2022
- "[EEOC Issues Updated COVID-19 Workplace Guidance](#)," Bowditch, July 18, 2022
- "[Rhode Island Enacts 'Tip Protection' Law](#)," Bowditch, July 18, 2022
- "[Connecticut Paid Leave Act and Family Medical Leave Act Notice Requirements as of July 1, 2022](#)," Bowditch, June 24, 2022
- "[Employment Law Updates for Massachusetts and Rhode Island Employers](#)," Bowditch, May 31, 2022
- "[Wage Act Updates: Massachusetts' Highest Court Finds Limited FLSA Preemption of Wage Act Remedies and Employers Should Prepare for Potential Wage-Related Changes to Come](#)," Bowditch, May 9, 2022

- [“Department of Homeland Security Announces End to COVID-19 Temporary Policy for Expired List B Identity Documents,”](#) Bowditch, March 28, 2022
- [“U.S. Department of Labor Releases Guidance on Protecting Workers From Retaliation,”](#) Bowditch, March 28, 2022
- [“EEOC Issues Guidance Regarding COVID-19 Caregiver Discrimination,”](#) Bowditch, March 24, 2022
- [“EEOC Issues Updated Guidance Regarding Religious Objections to COVID-19 Vaccine Requirements,”](#) Bowditch, March 9, 2022
- [“Massachusetts Emergency Paid Sick Leave to End March 15,”](#) Bowditch, March 3, 2022
- [“OSHA Withdraws its COVID-19 Emergency Temporary Standard,”](#) Bowditch, January 27, 2022
- [“Supreme Court Rules on COVID-19 Vaccine/Testing Requirements – Big Business Mandate Blocked, Health Care Mandate Revived,”](#) Bowditch, January 14, 2022
- [“Updates Relating to OSHA’s Emergency Vaccination/Testing Requirements for Employers with 100 or More Employees and the CDC’s New Isolation and Quarantine Guidelines,”](#) Bowditch, January 3, 2022
- [“Sixth Circuit Breathes New Life into OSHA’s Emergency Temporary Standard Mandating Vaccination or Testing for Private Employers with 100 or More Employees,”](#) Bowditch, December 20, 2021
- [“Massachusetts AG Releases Guidance for Employers Regarding Costs of COVID-19 Testing and Face Masks,”](#) Bowditch, December 17, 2021
- [“EEOC Issues Guidance on COVID-19 and Disability Protections Under the Americans with Disabilities Act,”](#) Bowditch, December 15, 2021
- [“Federal Contractor Vaccine Mandate Temporarily Blocked Nationwide,”](#) Bowditch, December 9, 2021
- [“OSHA Issues Emergency Temporary Standard Mandating Vaccination or Testing for Private Employers with 100 or More Employees,”](#) Bowditch, November 5, 2021
- [“Updated Employer Guidance on COVID-19 Vaccination Mandates Issues by Both the EEOC and Safer Federal Workforce Task Force,”](#) Bowditch, October 27, 2021
- [“A Busy Week – Massachusetts Extends Emergency Paid Sick Leave and Makes Changes to Paid Family and Medical Leave Contribution Rates and Benefits,”](#) Bowditch, October 4, 2021

TALKS

- [“The Transformed Workplace: Retain and Recruit During a Workforce Shortage,”](#) *Boston Business Journal*, April 28, 2022 (Moderator)
- [13th Annual Employment Law Update – Part 1,](#) Bowditch, February 1, 2022
- [“Hot Topics for Employers to Know for 2022,”](#) Associated General Contractors of Massachusetts, January 20, 2022
- [“OSHA’s COVID-19 Vaccination and Testing Emergency Temporary Standard: What Employers Must Know,”](#) MetroWest HRMA, November 18, 2021
- [“OSHA’s COVID-19 Vaccination and Testing Emergency Temporary Standard: What Employers Must Know,”](#) Bowditch, November 12, 2021
- [“Legal Chat with Tracy Thomas Boland,”](#) Association of Employment Professionals, November 11, 2021
- [“Vaccine Mandates: Key Elements, Exceptions, and Best Practices,”](#) Associated General Contractors of Massachusetts,

September 30, 2021

BAR ADMISSIONS

- Massachusetts
- Connecticut

EDUCATION

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