

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.

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.

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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

HONORS

- *Massachusetts Lawyers Weekly,* "Top Women of Law"
- *Best Lawyers in America,* Litigation – Labor and Employment (2022 – 2027)
- *Massachusetts Super Lawyer,* Employment Litigation

ARTICLES & TALKS

ARTICLES

- "Wayfair Employee Wins $4.75M in First MA PFML Retaliation Jury Verdict," Bowditch, 2026
- "International Employers Take Note – The Massachusetts Wage Act Can Have Global Reach," Bowditch, 2025
- "One Week Countdown to Pay Transparency and 2026 PFML Updates," Bowditch, 2025
- "Rhode Island Employers Should Take Note of Key Changes to State Employment Laws," Bowditch, 2025
- "Supreme Court Clarifies Law on So-called 'Reverse Discrimination' Claims," Bowditch, 2025
- "Federal District Court Vacates EEOC Guidance on Transgender Workplace Protections," Bowditch, 2025

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- "Federal Agencies Release Much-Anticipated Guidance on DEI in the Workplace," Bowditch, 2025
- "NLRB Shakeup – General Counsel Scraps Dozens of Biden-Era Policy Memoranda," Bowditch, 2025
- "Recent Shifts in Wage and Hour Law – Paid Time Off During FMLA Leave and Exempt Employee Status Challenges," Bowditch, 2025
- "Federal Court Overturns DOL's New Overtime Rule," Bowditch, 2024
- "Massachusetts and Connecticut Both Set to Expand Scope of Benefits for Sick Employees," Bowditch, 2024
- "Connecticut Legislature Passes Significant Expansion of Paid Sick Leave Benefits for Employees," Bowditch, 2024
- "DOL Announces Final Rule Increasing Minimum Salary Levels for FLSA Overtime Exemptions," Bowditch, 2024
- "EEOC Publishes Final Pregnant Workers Fairness Act Regulations," Bowditch, 2024
- "Proposed Changes in Massachusetts that Would Bar Use of Credit Reports by Employers," Bowditch, 2024
- "Changes to MA PFML – 'Topping Off' and New 2024 Benefit Rates," Bowditch, 2023
- "U.S. Department of Labor Seeks to Expand Overtime Protections," Bowditch, 2023
- "MA Federal Court Issues Favorable Ruling for Employers in Case Involving COVID-19 Vaccine Mandate and Request for Religious Exemption," Bowditch, 2023
- "DHS Announces New Form I-9 and Remote Inspection Option Designed to Modernize I-9 Process for Employers," Bowditch, 2023
- "U.S. Supreme Court 'Clarifies' Religious Accommodation Standard After Nearly Half a Century," Bowditch, 2023
- "NLRB Narrows Independent Contractor Definition," Bowditch, 2023
- "The End of Remote I-9 Verification," Bowditch, 2023
- "NLRB General Counsel Issues Guidance Regarding Confidentiality and Non-Disparagement Provisions Post-McLaren Macomb," Bowditch, 2023
- "Department of Labor Issues Guidance Relative to Remote Employees," Bowditch, 2023
- "Updated Massachusetts Paid Family and Medical Leave Act Regulations Issued," Bowditch, 2023
- "The First Circuit Takes a Deeper Look into Employee Exemption Decisions," Bowditch, 2023
- "New Year, New Protections for Pregnant and Lactating Employees, Restrictions on Pre-Dispute Non-Disclosure and Non-Disparagement Provisions," Bowditch, 2023
- "Important and Time-Sensitive Massachusetts Paid Family and Medical Leave Updates; Proposed Amendments to PFML Regulations; Looking Back at FY22," Bowditch, 2022
- "EEOC Releases Updated 'Know Your Rights' Poster," Bowditch, 2022
- "Department of Labor Seeks to Alter Independent Contractor Classification," Bowditch, 2022
- "NLRB Proposes Expanded Standard for Joint-Employer Status," Bowditch, 2022
- "Pandemic to Permanent? Proposed Changes to the I-9 Verification Process," Bowditch, 2022
- "Connecticut Private Employer Law Update," Bowditch, 2022
- "New Massachusetts Law Prohibits Discrimination Based on Hairstyle," Bowditch, 2022

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- "EEOC Issues Updated COVID-19 Workplace Guidance," Bowditch, 2022
- "Rhode Island Enacts 'Tip Protection' Law," Bowditch, 2022
- "Connecticut Paid Leave Act and Family Medical Leave Act Notice Requirements as of July 1, 2022," Bowditch, 2022
- "Employment Law Updates for Massachusetts and Rhode Island Employers," Bowditch, 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, 2022
- "Department of Homeland Security Announces End to COVID-19 Temporary Policy for Expired List B Identity Documents," Bowditch, 2022
- "U.S. Department of Labor Releases Guidance on Protecting Workers From Retaliation," Bowditch, 2022
- "EEOC Issues Guidance Regarding COVID-19 Caregiver Discrimination," Bowditch, 2022
- "EEOC Issues Updated Guidance Regarding Religious Objections to COVID-19 Vaccine Requirements," Bowditch, 2022
- "Massachusetts Emergency Paid Sick Leave to End March 15," Bowditch, 2022
- "OSHA Withdraws its COVID-19 Emergency Temporary Standard," Bowditch, 2022
- "Supreme Court Rules on COVID-19 Vaccine/Testing Requirements – Big Business Mandate Blocked, Health Care Mandate Revived," Bowditch, 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, 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, 2021
- "Massachusetts AG Releases Guidance for Employers Regarding Costs of COVID-19 Testing and Face Masks," Bowditch, 2021
- "EEOC Issues Guidance on COVID-19 and Disability Protections Under the Americans with Disabilities Act," Bowditch, 2021
- "Federal Contractor Vaccine Mandate Temporarily Blocked Nationwide," Bowditch, 2021
- "OSHA Issues Emergency Temporary Standard Mandating Vaccination or Testing for Private Employers with 100 or More Employees," Bowditch, 2021
- "Updated Employer Guidance on COVID-19 Vaccination Mandates Issues by Both the EEOC and Safer Federal Workforce Task Force," Bowditch, 2021
- "A Busy Week – Massachusetts Extends Emergency Paid Sick Leave and Makes Changes to Paid Family and Medical Leave Contribution Rates and Benefits," Bowditch, 2021

TALKS

- Employment Law Coffee Break, Bowditch, 2025
- Effectively Managing the In-House & Outside Counsel Relationship, Boston Bar Association, 2025
- Employment Law Coffee Break, Bowditch, 2024
- Build A Foundation or Dig Yourself A Hole: Employment Law Fundamentals for Field Staff and HR Professionals, Associated General Contractors of Massachusetts, 2023

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- 10th Annual Mentoring Monday, *Boston Business Journal*, 2023
- Where Are My Employees and How Are They Doing?, Bowditch Employment Law Update, 2023
- The Transformed Workplace: Retain and Recruit During a Workforce Shortage, *Boston Business Journal*, 2022 (Moderator)
- 13th Annual Employment Law Update – Part 1, Bowditch, 2022
- Hot Topics for Employers to Know for 2022, Associated General Contractors of Massachusetts, 2022
- OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard: What Employers Must Know, MetroWest HRMA, 2021
- OSHA's COVID-19 Vaccination and Testing Emergency Temporary Standard: What Employers Must Know, Bowditch, 2021
- Legal Chat with Tracy Thomas Boland, Association of Employment Professionals, 2021
- Vaccine Mandates: Key Elements, Exceptions, and Best Practices, Associated General Contractors of Massachusetts, 2021

BAR ADMISSIONS

- Massachusetts
- Connecticut

EDUCATION

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

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