



**TERESA R. TRACY**

Partner

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Office: Century City

**PRACTICE AREAS**

Labor and Employment  
Business Transactions and Tax

**EDUCATION**

J.D., cum laude, Loyola Law School  
B.A., magna cum laude, California  
State University, Northridge

**ADMITTED TO PRACTICE**

California  
U.S. Supreme Court  
U.S. Court of Appeals for the Ninth  
Circuit  
U.S. District Courts for the Central,  
Southern, Eastern and Northern  
Districts of California

Teresa "Terri" R. Tracy represents management in all areas of labor and employment law and litigation. Specializations include wrongful termination, discrimination, wage and hour, class action, union organizing campaigns, grievances and arbitrations, and collective bargaining. She also provides preventive services, including comprehensive counseling and training.

» **Representing a broad range of industries**

Ms. Tracy's clients represent a broad range of industries and range from entrepreneurs and medium-sized companies to major national and international corporations. She stresses a preventive approach designed to allow management as much latitude as possible in employee relations, while avoiding unnecessary litigation.

» **Experienced litigator**

Ms. Tracy has litigated before state and federal courts throughout the country, the Equal Employment Opportunity Commission, numerous state departments of civil rights, the Office of Federal Contract Compliance Programs, the National Labor Relations Board, arbitrators, the Wage and Hour Division of the Department of Labor, Employment Development Department audits, and State Labor Commissioner proceedings.

» **Author and media resource**

The author of a chapter in Advising California Employers and Employees, Ms. Tracy also regularly wrote the column on employment discrimination law for The California Labor and Employment Law Quarterly. She has been quoted in Forbes, FinancialWeek, Los Angeles Times, Bloomberg News, Workforce Management, Employment Law360, Los Angeles Business Journal, Variety Magazine, Contra Costa Times, and American Medical News, among others.

» **Honors**

Ms. Tracy has been named sixteen times to the Southern California Super Lawyers list (2004-2015, 2017-2020) in the area of labor and employment. She was recognized on its "Top 50: 2011 Women Southern California Super Lawyers" list by Super Lawyers Magazine. An active member of the community, she is on the Board of Directors of the Los Angeles Urban League and a longstanding member since 1985.

**Professional & Community Involvement**

- » American Bar Association
- » California State Bar Association
- » Los Angeles County Bar Association
- » National Association of Professional Women
- » Strafford | Employment & ERISA Teleconference Advisory Board Member
- » Los Angeles Urban League | Board of Directors (Present) | Emeritus Board Member (2006 - 2009)

**Presentations & Publications**

- » California Employers Can Still Require Employees to Sign Arbitration Agreements...For Now | FFS Insights | February 5, 2020
- » California Leads Nation in New Employment Laws for 2020 | FFS Insights | January 8, 2020

- » Newsom Enacts Several Pieces of Legislation Impacting California Employers | FFS Insights | October 30, 2019
- » Independent Contractors No More? | FFS Insights | September 17, 2019
- » City of Los Angeles Minimum Wage Set to Increase on July 1, 2019 | FFS Insights | June 26, 2019
- » Employers Cannot Ask About Criminal Backgrounds or Salary History | FFS Insights | June 17, 2019
- » Featured on Strafford Webinar Panel on Structuring Employee Handbooks | June 11, 2019
- » Featured on Strafford Webinar Panel About Recent NLRB Decision on Independent Contractor Classification | April 10, 2019
- » Is Independent Contractor Status Dead in California? | FFS Insights | June 7, 2018
- » NLRB Is Now More Reasonable About Employee Handbooks | FFS Insights | June 6, 2018
- » Webinar | "Structuring Employee Handbooks: Arbitration Provisions, Social Media Policies, Whistleblower Protections and More" | Strafford | February 1, 2018
- » Reminder to In-house Counsel: Know Your California Bar Licensing Requirements! | December 7, 2017
- » Webinar | Employment Law Issues After a Natural Disaster or Other Crisis: Compensation, Leave, Workplace Safety and More | November 1, 2017
- » EEO-1 Required Information has Changed | September 7, 2017
- » Webinar | EEO Internal Investigations: Guidance for Employment Counsel | Strafford | September 6, 2017
- » Ninth Circuit Decision That Mortgage Underwriters are Nonexempt Under the FLSA Has Greater Ramifications | July 6, 2017
- » Webinar | EEOC Onsite Investigations: Employer Best Practices for Preparing for and Cooperating With Investigators | Strafford | February 16, 2017
- » New Year, New Employment Laws for 2017 | December 1, 2016
- » Happy Thanksgiving from Texas: New FLSA Exempt Salary Requirement Enjoined | November 3, 2016
- » Webinar | Employee Handbooks Under Heightened Scrutiny: Guidance for Employment Counsel Structuring Handbook Provisions | November 3, 2016
- » "New Sexual Harassment Regulations" | Greater Los Angeles Association of Legal Administrators | July 5, 2016
- » The Defend Trade Secrets Act Compels Employers to Provide Mandatory Immunity Notice | April 7, 2016
- » Webinar | "NLRB Issues for Unionized and Non-Unionized Employers" | Law Firm Alliance | March 3, 2016
- » New Requirements for California Harassment and Discrimination Prevention and Correction | March 2, 2016
- » The New Year Brings New California Employment Laws (Part Two) | January 15, 2016
- » The New Year Brings New California Employment Laws (Part One) | January 6, 2016
- » Webinar | "Employees' New Tactic to Challenge Arbitration Agreements: A Trip to the NLRB" | Strafford | December 3, 2015

- » Webinar | "Drafting Employee Handbooks: Minimizing Exposure Risks" | Strafford | November 12, 2015
- » Employees' Pay Under Increasingly "Fair" Scrutiny | October 8, 2015
- » New California Law Provides Employers With a Limited Window of Correction for Paystub Violations | October 7, 2015
- » A New Pitfall for California Employers: Use of the Terms "Alien" and "Illegal" | August 5, 2015
- » The DOL Proposed Changes to Exempt Status: Tip of The Iceberg For California Employers | July 2, 2015
- » DOL Says "Most Workers Are Employees" Under New Administrator's Interpretation | July 1, 2015
- » July 1, 2015: A Day of Change for California Employers (Part 1) | June 11, 2015
- » July 1, 2015: A Day of Change for California Employers (Part 2) | June 4, 2015
- » "Defending Against Damages in Wage and Hour Litigation: Preventive and Trial Techniques" | Strafford | November 6, 2014
- » "Wage & Hour Compliance Under California's Employee-Friendly Framework and New Legislation" | Strafford | January 16, 2014
- » "California's New Procedure for Investigating and Litigating Employment Discrimination Claims" | Strafford | December 4, 2013
- » "When the EEOC Comes Knocking: Anticipating and Responding to Discrimination and Retaliation Investigations" | Strafford | July 7, 2011
- » "The New ADA Regulations: Managing Legal Exposure" | Celesq® AttorneysEd Center in partnership West LegalEdcenter | June 16, 2011
- » "Employee Handbooks: Keys to Drafting Effective Policies for Your Clients" | National Constitution Center | March 18, 2010
- » "EEOC Investigations on the Rise: Proactive Strategies to Respond to Discrimination Investigations and Prevail in Claims" | Strafford | January 8, 2010
- » "Cell Phone, BlackBerry and Social Media Policies that Minimize Employer Liability" | National Constitution Center | January 7, 2010
- » "Effective Employee Handbooks: Drafting Policies That Work" | Progressive Business Audio Conferences | November 19, 2009
- » "California Wage and Hour Issues Affecting Residential Cleaning Franchisees" | October 7, 2009
- » "E-mail, Facebook & Blogging: Employee Internet Policies You Need Now" | Progressive Business Audio Conferences | September 16, 2009
- » "Drafting and Enforcing Dress Code Policies: What's Working, What's Not" | Progressive Business Audio Conferences | August 5, 2009
- » "Ricci v. DeStefano: Balancing Title VII Disparate Treatment and Disparate Impact" | Strafford | July 1, 2009
- » "Bulletproof Your Employee Handbook" | Progressive Business Audio Conferences | June 3, 2009
- » "California Employment Law Update 2009: New Changes You Need to Know" | National Constitution Center | April 22, 2009
- » "Employee Free Choice Act: Legal Strategies for Employers Facing Broader Unionizing Rights" | Strafford | April 9, 2009
- » "EEOC Investigations: Effective Employer Strategies" | Strafford | April 2, 2009

- » "2009 Labor and Employment Law Update" | Paramount Educational Seminars | April 2, 2009
- » "The New Employer COBRA Obligations" | Professionals in Human Resources Association, District 11 | March 4, 2009
- » "The Lilly Ledbetter Fair Pay Act" | Strafford | February 5, 2009
- » "The Employee Free Choice Act" | Professionals in Human Resources Association | January 8, 2009
- » "Civil Rights Litigation Update" | National Business Institute | July 10, 2008
- » "New Laws for California Employers for 2008" | Blue Collar Crossing | January 10, 2008
- » "Managing DOL Investigations and Avoiding Litigation" | Strafford | September 7, 2007
- » "Managing DOL Investigations and Avoiding Litigation" | Strafford | September 6, 2007
- » "Defending Collective and Class Claims: Class Certification, Trial and Settlement Strategies" | Strafford | September 5, 2007
- » "Latest Developments in Employment Law: What's In It For In-House Counsel?" | Association of Corporate Counsel America Southern California Chapter | January 11, 2007
- » "Latest Developments in Employment Law: What's In It For In-House Counsel?" | Association of Corporate Counsel America Southern California Chapter | January 4, 2007
- » "Wage and Hour Collective and Class Claims: Strategies for Defending Claims and Limiting Damages" | Strafford | March 8, 2006
- » "Electronic Discovery Do's and Don'ts" | Association of Corporate Counsel America Southern California Chapter | January 5, 2006
- » "Workplace Romance Poses New Legal Risk for Employers" | Strafford | November 3, 2005
- » "FMLA in Flux" | Strafford | October 6, 2005
- » "Employers May Debit Exempt Workers for Part-Day Absences" | Los Angeles Daily Journal | September 8, 2005
- » "Wage and Hour Collective and Class Claims: Changing State of the Law and Best Practices for Minimizing Claims" | Strafford | September 7, 2005
- » "Non-Compete Agreements Under Fire: Crafting Contracts to Protect Your Assets" | Strafford | August 3, 2005
- » "Disparate Impact Under the ADEA: Understanding the Practical Effect of Smith v. City of Jackson, Mississippi" | Strafford | July 1, 2005
- » "10th Annual Litigators Forum" | Women Lawyers Association of Los Angeles | May 5, 2005
- » "The Elimination of Bias in the Legal Department" | Association of Corporate Counsel America Southern California Chapter | January 6, 2005
- » "Equal Employment Opportunity Cases" | The California Labor & Employment Quarterly | 1996 - 2005 | January 6, 2005
- » "Practical Applications of Employment Law" | Sterling Education Services | April 1, 2004
- » "How Medical Information Fares in Judicial Proceedings" | Los Angeles County Bar Association, Labor & Employment Law Section | February 12, 2004
- » "Navigating the Maze: Various Leaves" | Professionals in Human Resources

Association Annual Conference | January 9, 2003

- » "Fundamentals of Employment Law Practice" | The State Bar of California | January 4, 2001
- » "What Do You Mean This Person Is My Employee??" | Society for Human Resource Management, 52nd Annual Conference & Exposition | June 1, 2000
- » "Avoiding Employer Liability: Things You Should Know and Do" | Women Lawyers Association of Los Angeles and National Association of Women Business Owners, Los Angeles Chapter | November 24, 1999
- » "Employment Law for Entrepreneurs" | UCLA MBA Program |

## Media Coverage

- » Teresa R. Tracy Shares Opinion with Law360 on the High Court's Ruling on EEOC Attorney's Fees | May 2016
- » Teresa R. Tracy Quoted in Law360 Regarding the Department of Labor's Worker Misclassification Guidance | July 2015
- » Teresa Tracy quoted in Los Angeles Times article, "Hiring Part-Time Workers Can Have Downsides Too" | October 2010
- » Teresa Tracy quoted in California Executive article, "Legislation Loosens Up Alternative Work Week Schedule Rules" | April 2009
- » Teresa Tracy quoted in Human Resource Executive article, "Censoring HR" | December 2008
- » Teresa Tracy quoted in California Executive article, "Family Responsibility Discrimination: A Primer" | September 2008
- » Teresa Tracy quoted in California Executive article, "U.S. Supreme Court Weighs In On Labor Arbitration" | July 2008
- » Teresa Tracy quoted in California Executive article, "Appellate Case Illustrates Pressure to Seize Business Owners' Assets" | April 2008
- » Teresa Tracy quoted in Workforce Management article, "Top 10 Legal Decisions of 2007 Affecting Employment Law in 2008 and Beyond" | December 2007
- » Teresa Tracy quoted in Small Business Resource Center article, "Five Employment Law Basics" | November 2007
- » Teresa Tracy quoted in FinancialWeek article, "World Bank Drama Highlights Risk to Employers" | May 2007
- » Teresa Tracy quoted in Employment Law360 Newsletter, "Lawyers Up in Arms Over Landmark Wage Ruling" | April 2007
- » Teresa Tracy quoted in American Medical News article, "Handling the Toxic Employee: How to Avoid - or Dilute - the Poison" | July 2006
- » Teresa Tracy quoted in Bloomberg News article, "Google Reviewing Microsoft Offer to Settle Lawsuit" | September 2005
- » Teresa Tracy quoted in Contra Costa Times article, "No Strike: BART, Unions Reach Deal for Four-Year Contract" | July 2005