

PARTNER

Nancy J. Puleo

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KEY SERVICES

Employment
Health Care
Litigation

EDUCATION

Boston University, BA, *cum laude*, 1997

Suffolk University Law School, JD, *cum laude*, 2000

ADMISSIONS

First Circuit Court of Appeals
United States District Court for the District of Massachusetts
Massachusetts
New Hampshire
Connecticut
United States District Court for the District of Massachusetts
United States District Court for the District of New Hampshire

MEMBERSHIPS

Boston Bar Association, Section on Labor and Employment

Overview

Nancy is a partner in the firm's Employment Law and Health Care Practice Groups and a member of the firm's Executive Committee. Nancy provides employment law counseling and advice to executives, managers, human resource professionals and in-house counsel. Nancy's counseling extends the full range of employment law issues from hiring to firing, performance management, investigations, wage and hour issues, leaves of absence and the accommodations process, and reductions in force. She also drafts employee handbooks, employment agreements, including non-competition and non-solicitation agreements, and severance agreements.

Nancy's employment practice includes representing clients in state and federal court and administrative agencies in discrimination and retaliation claims, wage and hour violations, and common law employment torts. Nancy also conducts harassment and discrimination prevention training for the firm's clients. Two growing areas of her practice are advising employers on issues involving employees' social media activities and working with emerging companies on developing and implementing their employment practices. Her clients operate nationally and regionally in numerous industries, including retail, technology, security, health care, human services, and traditional manufacturing settings.

Nancy's health care practice primarily involves defending professionals against complaints before licensing boards, including, but not limited to, the Massachusetts Board of Registration of Psychologists, the Board of Registration of Social Workers, the Board of Registration of Allied Mental Health and Human Services Professionals, and the New Hampshire Board of Psychologists. She also advises mental health professionals regarding ethical and risk management issues. She has represented over 200 mental health professionals in Board complaints and professional consultations.

Nancy is co-counsel to the National Association of Social Workers, Massachusetts Chapter and co-authors an "Ask Our Attorney" column for the National Association of Social Workers,

Massachusetts Chapter, Social Work Voice newsletter.

Experience

- Successfully moved to dismiss federal court litigation alleging violations of the Family and Medical Leave Act.
- Represented employers in audits and investigations by the Massachusetts Office of the Attorney General, Fair Labor Division and U.S. Department of Labor.
- Represented a national employer in “John Doe” litigation against a former employee who anonymously posted defamatory comments and disclosed confidential information on Twitter, including successfully identifying the former employee through discovery.
- Defended employers in class action lawsuits arising out of the Massachusetts Wage Act and federal Fair Labor Standards Act.
- Obtained numerous lack of probable cause findings in discrimination and retaliation claims pending before the Massachusetts Commission Against Discrimination, Connecticut Commission on Human Rights and Opportunities, New Hampshire Commission for Human Rights, and Equal Employment Opportunity Commission.
- Successfully negotiated employment and severance agreements for executives at some of the country’s leading companies.
- Represented employees and employers in non-competition and non-solicitation matters.
- Represented over 200 mental health professionals in licensing board complaints and professional consultations.

Recognitions

- Massachusetts Super Lawyer in 2018
- “Top Female Attorney in Massachusetts” in 2016 by Super Lawyers
- “Top Woman of Law” in 2015 by Massachusetts Lawyers Weekly
- Massachusetts Super Lawyer – Rising Star every year from 2009 – 2015

Outside Posternak

- Dana-Farber Leadership Counsel, Member
- Read to a Child, Boston Regional Board of Directors, Member
- Nancy is a foodie, voracious reader, animal lover (especially bulldogs), enjoys shoe shopping, documentaries, and her favorite place, Nantucket.