Tracie L. Lopardi

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Profile

Tracie focuses on the mission and goals of clients while she applies the law to their practical needs.

Tracie concentrates her practice on the representation of employers in all aspects of employment and labor law. This includes her counsel and advice on policies, practices and employment relationships involving negotiating and implementing collective bargaining agreements, wage and hour laws, disability accommodations, leaves of absence and disciplinary actions. While she helps employers try to avoid issues before they develop, when an issue arises, she advocates and defends employers in arbitrations and proceedings before the New York State Division of Human Rights, U.S. Equal Employment Opportunity Commission, Public Employment Relations Board, as well as State and Federal Departments of Labor and Education.

She regularly conducts workplace investigations for employers, including investigations of allegations of discrimination, harassment, retaliation, theft and other alleged employee misconduct. Tracie also provides workplace training concerning all areas of employment law and board governance.

Tracie has substantial experience representing public and private school districts across New York State. As a trusted advisor, she advises education institutions of all sizes on strategic or organization-wide issues. Her foundation of appreciating the complex work of schools stems from her family who are current and retired educators across Western New York.

Prior to joining Bond, Tracie established the Office of General Counsel at Niagara University. There, she represented and managed the University on all legal matters involving academic affairs, business services and contract management, governance, facilities, employment, student life and institutional advancement. With this experience, Tracie also provides counsel to higher education institutions on numerous matters including labor and employment, records management, Title IX and student athletics.

Honors & Affiliations

- *Buffalo Business First,* Legal Elite of Western New York, since 2012
- *New York Super Lawyers*, Labor and Employment Law, since 2015
- *Buffalo Business First*, Wellness Champion, 2023

Education

- Syracuse University College of Law (J.D., *magna cum laude,* 1998)
- State University of New York at Geneseo (B.A. 1995)

Bar/Court Admissions

- New York
- U.S. District Court for the Western District of New York

Practices

- Labor and Employment
- Higher Education
- School Law

- Geneseo Alumni Association, Distinguished Service Award, 2015
- *Buffalo Law Journal,* Legal Elite of Western New York

Other Activities

- National School Boards Association (Council of School Attorneys), member
- New York State Bar Association, Labor and Employment Law Section, member
- New York State School Boards Association, member
- New York State Association of School Attorneys, member
- Literacy Buffalo Niagara, board member
- Western New York Chapter of the Women's Bar Association of the State of New York, member
- Erie County Bar Association, Labor and Employment Law Section, member
- Erie County School Board Association, Planning Committee member for annual Western New York Education Law Conference
- United Way of Buffalo and Erie County, family volunteer and past Emerging Leader
- Buffalo's Say Yes to Education Legal Task Force, founding member
- Say Yes to Education, attorney volunteer
- SUNY Geneseo's Buffalo Regional Committee, member and former chair
- SUNY Geneseo National Alumni Council, executive board member
- Lawyers for Learning, reading partner
- The Anthony V. Mannino Foundation, volunteer and contributor