

Alice A. Kokodis

Of Counsel

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Focus Areas

Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Whistleblowing and Retaliation
Litigation and Trials
Training - Compliance, Ethics, Leadership
Financial Services

Overview

Alice A. Kokodis represents employers in a broad range of employment law matters, with a particular focus in the financial services industry. She has litigated claims pending in more than fifteen states and appears before FINRA with respect to employment related matters brought against brokerage firms and other financial institutions. Alice also has extensive experience representing hospitality, retail and technology employers.

In servicing her clients, Alice often acts as an extension of their legal and management team. She advises clients at every stage of the employment relationship, ranging from the initial hiring process, to every facet of daily operations, including compensation, performance management, leaves of absence and reasonable accommodation requests, and employee terminations.

Alice's litigation experience includes regular appearances before state and federal courts, agencies and arbitral forums on claims related to:

- Discrimination (race, gender, religion, national origin, age, disability, gender identity, e.g. sexual orientation)
- Whistleblower and retaliation
- Contract and quasi-contract
- Leaves and accommodations

- Defamation
- Wage and hour

In addition to litigating and arbitrating claims, Alice is on the Massachusetts Commission Against Discrimination approved list for remediation, having graduated from the MCAD Certified Train-the-Trainer Program for Preventing Harassment and Discrimination in the Workplace. Alice conducts compliance trainings for human resources professionals, executives and employees on state and federal laws related to discrimination, harassment, accommodations and paid sick leave laws. In the wake of #MeToo, Alice also provides training to employers on conducting effective and thorough workplace investigations.

Alice is committed to pro bono activities and has dedicated her time as pro bono counsel to a Boston area nonprofit that provides programs and services aimed at preventing suicide.

In 2019, Alice was also appointed by the Town Moderator to serve on the Human Resources Board for the Town of Wellesley, MA.

Professional and Community Affiliations

- Member, Human Resources Board, Town of Wellesley
- Member, Human Resources Committee, Samaritans, Inc.
- Member, Boston Bar Association

Recognition

- Named, Massachusetts Top Women Attorneys, *Boston Magazine*, 2018-2019
- Named, Super Lawyer, Massachusetts, *Super Lawyers*, 2011-2019
- Named, Super Lawyer Rising Star, Employment Litigation, *Law & Politics*, 2009-2010

Education

J.D., Chicago-Kent College of Law, 1995

M.P.H., Boston University, 1991

B.A., Boston University, 1990

Bar Admissions

Massachusetts

New York

New Jersey

Courts

U.S. Court of Appeals, 1st Circuit
U.S. Court of Appeals, 2nd Circuit
U.S. Court of Appeals, 3rd Circuit
U.S. District Court, District of Massachusetts
U.S. District Court, Southern District of New York
U.S. District Court, Eastern District of New York

Languages

Greek

Publications & Press

Massachusetts Enacts Legislation Providing COVID-19 Emergency Paid Sick Leave to All Employees

Littler Insight

June 1, 2021

Massachusetts Leave of Absence Obligations and the COVID-19 Pandemic

Littler Insight

January 25, 2021

Leave of absence obligations and the COVID-19 pandemic

Massachusetts Lawyers Weekly

January 21, 2021

Massachusetts Department of Paid Family and Medical Leave Releases Final Regulations

Littler Insight

August 5, 2020

Proposed Amendments to the Massachusetts Paid Family and Medical Leave Regulations are Released for Public Comment

Littler ASAP

May 12, 2020

New Forms and Final Regulations Issued Under the Massachusetts Paid Family and Medical Leave Law

Littler ASAP

June 26, 2019

New Deadlines For Massachusetts Employers Under the Paid Family Medical Leave Program

Littler ASAP

June 14, 2019

Anticipated Three-Month Delay for Massachusetts Paid Family and Medical Leave Program

Littler ASAP

June 12, 2019

Massachusetts Paid Leave Update: Approved Private Plan Exemption Need Not Provide Benefits Until January 2021

Littler ASAP

May 15, 2019

Paid Leave Law to Change Landscape for Companies

Massachusetts Lawyers Weekly

May 9, 2019

Massachusetts Extends Critical Compliance Deadlines Under the Paid Family Medical Leave Law

Littler Insight

May 2, 2019

Updated Massachusetts Paid Family and Medical Leave Act Regulations Offer Additional Guidance as July 1 Effective Date Draws Near

Littler Insight

April 3, 2019

Massachusetts Private Plan Exemption Applications Will Be Available to Employers on April 29

Littler ASAP

March 22, 2019

Massachusetts Releases Proposed Family Leave Regulations

SHRM Online

February 6, 2019

Massachusetts Department of Family and Medical Leave Releases Proposed Regulations

Littler ASAP

January 25, 2019

Thorough Internal Investigations of Sexual Harassment Claims Are Critical for Advisory Firms in the Wake of #MeToo

InvestmentNews

January 8, 2019

Massachusetts Increases Minimum Wage, Eliminates Premium Pay For Sunday Work, And Enacts New Paid Leave Program

Littler ASAP

June 29, 2018

Speaking Engagements

New Year, New Problems - How To Deal with Recent Changes in Employment Law

June 3, 2021

Managing the Complexities of Paid Sick and Family Leave Laws – What We’ve Learned So Far and What We Expect Going Forward

2021 Tri-State SHRM Virtual Event

April 28, 2021

Massachusetts Paid Family and Medical Leave Law Mini-Series

Boston, MA

March 10, 2021

Massachusetts Paid Family and Medical Leave Law Webinar Mini-Series: Session 3 – Filing An Application for PFML Benefits and the Appeals Process

November 10, 2020

Massachusetts Paid Family And Medical Leave Law Webinar Miniseries: Session 2 – Revising Your Handbook And The Interplay Between PFML and Other Leaves

October 21, 2020

Massachusetts Paid Family And Medical Leave Law Webinar Miniseries: Session 1 – PFML Overview And Filing A Private Plan Exemption

September 30, 2020

Is the East Coast the New West Coast When It Comes to Employment Laws?

Tri-State SHRM Conference

August 10, 2020

New England: Small States with Big Paid Sick Leave Obligations

2019 New England Employer Conference, Newton, MA

September 27, 2019

Massachusetts Paid Family Medical Leave: Updated Deadlines and Other Critical Information for Employers

Boston, MA

July 22, 2019

#NotYouToo: How to Conduct Legal Investigations in the Aftermath of #MeToo

Boston, MA

June 11, 2019

Paid Family and Medical Leave, Marijuana, and Other Hot Topics For Massachusetts Employers

Boston, MA

April 11, 2019

Dos and Don'ts for Depositions

Boston Bar Association

December 14, 2018

From #MeToo to #WhatToDo

2018 New England Employer Conference, Burlington, MA

November 8, 2018

Emerging Pay Equity Laws - How to Advise Your C-Suite and Safeguard Your Company

March 15, 2017

New England Legal Update

2016 New England Employer Conference, Burlington, MA

October 13, 2016

The Fundamentals of Civil Motion Practice

Massachusetts Bar Association

2006-2011

Family Medical Leave Act in Massachusetts

Lorman Education Services

2004, 2007, 2008

Employment Law from A to Z in Massachusetts

Lorman Education Services

2006-2008