

Alice A. Kokodis

Of Counsel

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Focus Areas

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

Overview

Alice A. Kokodis provides practical advice to clients in a broad range of employment law matters. She has extensive experience litigating employment disputes of all types, including defending employers against claims of discrimination, retaliation, harassment, wrongful discharge, and wage and hour violations. She has appeared in over 15 jurisdictions on behalf of her clients, and before federal and state courts, the Equal Employment Opportunity Commission, the Massachusetts Commission Against Discrimination, and the Financial Industry Regulatory Authority.

She draws on that litigation experience to counsel employers on effective strategies for avoiding litigation when possible, and preparing for litigation when it is unavoidable. Alice often partners with her client's legal and HR teams, to provide advice at every stage of the employment relationship, ranging from the initial hiring, to every facet of daily operations, including compensation, performance management and terminations. Alice regularly drafts and negotiates executive employment contracts and severance agreements.

As a member of Littler's Leaves of Absence and Disability Accommodation Practice Group, Alice also advises clients in the administration of leave of absence and accommodation policies, including preparation of employee handbooks; implementation of mandatory sick leave laws; training management and HR staff on these issues; and defending claims under the Family and Medical Leave Act, Americans with Disabilities Act and related state leave laws.

Alice frequently represents small companies to Fortune 500 companies in the following industries:

- Financial services
- Hospitality
- Healthcare
- High tech
- Retail
- Pharmaceutical
- Bio tech

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, The Best Lawyers in America®, 2023-2024
- 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 Revises Guidance on Paid Family and Medical Leave

SHRM Online

January 10, 2024

Massachusetts Revises Paid Family and Medical Leave Guidance to Provide More Discretion to Employers

Littler ASAP

January 2, 2024

Critical Updates to the Massachusetts Paid Family and Medical Leave Law

Littler ASAP

October 12, 2023

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

An Overview of Paid Leave Laws in New England

June 5, 2024

Massachusetts Paid Family and Medical Leave (PFML)

February 8, 2024

Addressing Compliance Challenges in a Remote Work Environment

Client Webinar

September 13, 2023

Are You in Compliance? Making Sense of Recent Changes to Federal and Massachusetts Employment Law

June 15, 2023

2022 New England Regional Employer Conference

Boston, MA

November 15, 2022

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

Books & Book Chapters

- Editor, *Leave and Accommodations Update*, Massachusetts Continuing Legal Education, 2022