

## Tracy Armstrong

Shareholder

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### Practice

Employment Law

### Education

J.D., Seton Hall University School of Law, 1991

B.A., Monmouth University, 1988

### Admissions

New Jersey, 1991

U.S. District Court for the Southern District of New York, 2004

### Membership

New Jersey State Bar Association, Cannabis Law Committee

Tracy Armstrong is a member of the Employment Law team at Wilentz, Goldman & Spitzer, P.A. She has over 25 years' experience representing employers across industry sectors in all aspects of federal and state labor and employment law.

An experienced litigator, Ms. Armstrong brings strategic insight to both the legal and commercial ramifications of complex and dynamic employment law concerns involving: the New Jersey Law Against Discrimination (LAD), the Conscientious Employee Protection Act (CEPA), the Fair Labor Standards Act (FLSA), New Jersey Wage Payment laws, the Family Medical Leave Act (FMLA), the New Jersey Family Leave Act (NJFLA), the Families First Coronavirus Response Act (FFCRA), the Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Jake Honig Compassionate Use Medical Cannabis Act (CUMCA), and other employment laws and regulations. Her extensive experience appearing before regulatory boards (such as the Wage and Hour Board and Department of Unemployment) informs her understanding and her approach as a trusted legal advisor to her clients, helping them navigate compliance with all applicable laws.

Ms. Armstrong defends employers against claims and helps businesses of all sizes in New Jersey, and elsewhere, to proactively and appropriately address employment law concerns. She has experience and particular proficiency in the following: employee handbooks, anti-harassment and EEO policies, employment contracts, non-compete agreements and restrictive covenants and confidentiality agreements. Ms. Armstrong also guides her clients through the often sensitive and potentially challenging matters of termination and severance. As a former Executive Director, she has first-hand experience of the administrative issues that many of her clients face in their day-to-day operations as well as in their most sensitive employment matters.

Ms. Armstrong is a frequent presenter to professional groups and associations, and she conducts compliance training covering important employment law concerns, including anti-harassment and anti-

discrimination training, and family leave issues. These training programs are specifically designed to help employers to comply with the laws, and if necessary, to establish an affirmative defense. In addition, as editor of the firm's [Employer's Legal Resource blog](#), Ms. Armstrong guides employers in all legal aspects of employee relations by providing regular updates on pending changes to employment law.

In 2018, Ms. Armstrong received the 2018 Women of Distinction Award from the Girl Scouts of the Jersey Shore. Ms. Armstrong was selected for her extraordinary volunteer work in the community and with the Girls Scouts and for "inspiring the girls to become leaders of tomorrow."

"After hours," Ms. Armstrong devotes her time to a variety of charitable causes, volunteer efforts and is an active member of New Jersey legal associations.