

# WILENTZ

—ATTORNEYS AT LAW—

WILENTZ, GOLDMAN & SPITZER, P.A.

## Tracy Armstrong

Co-Chair, Employment Law Team

Shareholder

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### Practices

Employment Law

Cannabis 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

U.S. District Court of New Jersey, 1991

### Memberships

New Jersey State Bar Association, Chair of the Labor and Employment Committee, Ocean County

New Jersey State Bar Association, Labor and Employment Committee - Executive Committee

New Jersey State Bar Association, Labor and Employment Committee, Monmouth County

New Jersey State Bar Association, Cannabis Law Committee

New Jersey State Bar Association, Ethics Board

New Jersey State Bar Association, Unauthorized Practice of Law

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

As a 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 Americans with Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Jake Honig Compassionate Use Medical Cannabis Act (CUMCA), Cannabis Regulatory, Enforcement Assistance, and Marketplace Modernization Act (CREAMMA), and other employment laws and regulations. Her experience appearing before regulatory boards (such as the Wage and Hour Board and Department of Unemployment) assists her understanding and 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, and restrictive covenants (non-compete and non-solicitation) 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 with 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-

Middlesex County Bar Association  
Monmouth County Bar Association  
Ocean County Bar Association  
Union County Bar Association  
Women Presidents Organization  
Frances Foundation, Trustee

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." She was selected for inclusion in the *Best Lawyers in America* list in the practice area of Litigation - Labor & Employment for 2024.

Effective January 1, 2022, Ms. Armstrong was appointed by the New Jersey Supreme Court to serve as a member of its Committee on the Unauthorized Practice of Law. She served as a member again in 2023. Additionally, Ms. Armstrong was appointed to serve on the District Ethics Committee for District VIII (DEC VIII); the term of appointment commenced on September 1, 2022, and continues through August 31, 2026.

Ms. Armstrong has been selected for inclusion in the *Best Lawyers in America* list for Litigation - Labor and Employment since 2024.

Best Lawyers in America® (<https://www.bestlawyers.com/methodology>) is published by Best Lawyers.

A description of the selection process may be accessed via the above link. The aforementioned organization is a private peer review organization, not court-specific, public certification vehicles. No aspect of this advertisement has been submitted to or approved by the Supreme Court of New Jersey.

"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.

## Publications

- Cannabis Testing Employees: The Haze Continues, *New Jersey Law Journal* (reprinted with permission), April 1, 2022
- The Best Defense is a Good Offense, *New Jersey Lawyer*, October 1, 2019

\*Cannabis Law Disclaimer: Per federal law, under the Controlled Substances Act, marijuana is categorized as a Schedule I controlled substance. Possession, use, distribution, and/or sale of cannabis is a Federal crime and is subject to related Federal policy, regardless of any state law that may authorize certain marijuana activity. Compliance with state marijuana law does not equal compliance with federal law. Legal advice provided by Wilentz, Goldman & Spitzer, P.A. is designed to counsel clients regarding the validity, scope, meaning, and application of existing and/or proposed cannabis law. Wilentz, Goldman & Spitzer, P.A. will not provide guidance or assistance in circumventing or violating Federal or state cannabis law or policy, and any advice provided by Wilentz, Goldman & Spitzer, P.A. should not be construed as such.

