



## Martha L. Boyd

Shareholder

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Martha Boyd is shareholder and chair of the Labor & Employment Group at Baker Donelson. Ms. Boyd advises nonprofits, for-profits and public companies on all types of employment issues.

Ms. Boyd helps clients to manage their employees effectively and legally. She counsels companies as they contemplate discipline and discharge of employees and helps to ensure they are well-positioned to defend their decisions. She assists clients in drafting employment policies and employee handbooks that are tailored to their workplace and trains managers in policy implementation and interpretation. As a Certified Fraud Examiner, Ms. Boyd is trained in conducting workplace investigations of harassment or other misconduct and has conducted numerous investigations throughout her more than twenty years of practicing law. She devotes a significant amount of her practice to training executives and managers in understanding their legal obligations, union avoidance and positive employee relations, and workplace violence.

Her extensive experience working with foreign-owned companies help to bridge the gap between their understanding of U.S. labor and employment laws in comparison to their country of origin. She has developed training programs focused on helping managers understand and navigate the differences in managing their workforce.

Ms. Boyd has also performed human resources due diligence in a number of corporate acquisitions. When representing acquiring parties, she reviews all HR policies and practices, identifying potential risk for liability so that the acquiring party can factor that risk into the transaction. Gaining the familiarity required to provide this service necessarily puts her in the position of being able to help prepare the new company's policies – whether those policies come from the acquired company, the acquiring company or a combination of both – and ensure they reflect best practices.

A U.S. Army veteran who served in Iraq, Ms. Boyd now works with a number of nonprofits that provide support to combat veterans and their family members.

### Representative Matters

- Successfully defended a hospitality company against claims of sexual harassment and retaliation by a temporary worker. Won a motion for summary judgment on all claims.

### Professional Honors & Activities

- Listed in *The Best Lawyers in America*® for Employment Law - Management, 2014 – 2024; Litigation - ERISA, 2015 – 2024; Litigation - Labor and Employment, 2019 – 2024; Commercial Litigation, 2021 – 2024; Government Contracts, 2022 – 2024
- Named the Best Lawyers® 2023 and 2017 Litigation - ERISA "Lawyer of the Year" in Nashville
- Named the Best Lawyers® 2022 Litigation - Labor and Employment "Lawyer of the Year" in Nashville
- Named the Best Lawyers® 2019 Employment Law - Management "Lawyer of the Year" in Nashville
- AV® Preeminent™ Peer Review Rated by Martindale-Hubbell
- Selected to Mid-South Super Lawyers, 2013 – 2023; listed as among the top 50 female attorneys in the Mid-South, 2014 – 2016, 2019, 2021, 2022, 2023; listed as among the top 50 attorneys in

Nashville, 2015 – 2016, 2022, 2023; listed as among the top 100 attorneys in Tennessee, 2015 – 2016, 2019, 2022, 2023

- Recipient – *Nashville Business Journal's* "Women of Influence" award, 2016
- Named to the *Nashville Business Journal's* "Best of the Bar" List 2014 – 2020, 2023
- Recipient – *Nashville Business Journal's* inaugural "Veterans Award," 2015
- Member – Tennessee Bar Association, graduate of Tennessee Bar Association Leadership Law class of 2006
- Member – Nashville Bar Association
- Former Barrister, Harry Phillips American Inn of Court
- Tennessee Bar Foundation Fellow
- Nashville Bar Foundation Fellow
- Board Member – *Law 360* Employment Editorial Advisory Board, 2013
- Member – Human Resources Committee, Park Center, Inc., 2003 – present; Board of Directors, 2014 – present
- Member – Human Resources Committee for the YWCA, 2013 – 2015
- Member – Governor's Council on Service Members, Veterans & Their Families, 2010
- Former Board President – Operation Stand Down Tennessee (2017 – 2019)
- Nashville Downtown Rotary Club



## Publications

- "Baker's Dozen: What Are Your Best "Balance" Tips?," *Women's Initiative Newsletter* (June 2023)
- "Delaware Invalidates a Selling Stockholder's Non-Compete Covenant:," republished in *Westlaw* (January 2023)
- "To Be or Not to Be: Department of Labor Proposes Rule Addressing Employee/Independent Contractor Classifications" (Originally posted October 12, 2022; Updated with additional notice on October 27, 2022; republished on November 2, 2022, in *Westlaw*)
- "Federal Agencies Announce Enforcement of Vaccine Rules as Supreme Court Prepares to Hear Arguments in Legal Challenges" (December 2021)
- Co-author – "Fifth Circuit Reversal of Nationwide Stay Leaves Enforcement Status of CMS Vaccine Mandate Uncertain," republished January 7, 2022, in *Westlaw* (December 2021)
- Co-author – "Tennessee General Assembly Enacts COVID-19 Legislation that Impacts Tennessee Employers" (November 2021)
- Co-author – "What Every Employer Should Know About President Biden's Path Out of the Pandemic Plan" (September 2021)
- Co-author – "EEOC Updates Technical Assistance Questions and Answers on Mandatory Vaccinations and More" (June 2021)
- Co-author – "INSIGHT: Coronavirus Poses Contract, Employment Issues for U.S. Businesses," *Bloomberg Law* (February 2020)
- Co-author – "Novel Coronavirus (COVID-19) Outbreak in China – What You Need to Know Right Now" (February 19, 2020)
- Co-author – "Coronavirus (COVID-19): What You Need to Know Right Now" (January 28, 2020)
- "You've Just Bought the Company...Now Let's Get to Work! Oh, Wait...What About the FMLA?" (December 2019)
- "Preventing Workplace Violence: Train Employees for a Safer Workplace," *Society for Human Resource Management*, Part 4 (November 2017)
- "Preventing Workplace Violence: Start with Careful Hiring Practices," *Society for Human Resource Management*, Part 3 (October 2017)
- "Preventing Workplace Violence: 10 Critical Components of a Security Plan," *Society for Human Resource Management*, Part 2 (September 2017)

- "Preventing Workplace Violence: Make Your Company a 'Hard Target'," Society for Human Resource Management, Part 1 (September 2017)
- "Employee Handbooks: Formality can be Your Friend," *Corporate Compliance Insights*; republished in *HR Professionals* (October 2013)
- "For Government Contractors, The Nondisplacement Rule May Take Staffing Decisions Out of Your Hands," *Corporate Compliance Insights* (May 2013)



## Speaking Engagements

- "Employee Handbooks: Is Yours Updated or Outdated?" (January 2023)
- "Law School for the CFO" (January 2023)
- "What's Next? U.S. Supreme Court Blocks OSHA's Vaccine-or-Testing Rule," Tennessee Chamber of Commerce & Industry (January 2022)
- "Coping with COVID-19 State Regulations," Nashville Area Chamber of Commerce Webinar (December 2021)
- "Welcome Back – Business Returns to A Different World" (November 2021)
- "Tenth Annual Tennessee Hospitality & Tourism Association Law Symposium" (August 2021)
- "Back to the Office: Legal Considerations for a Post-Pandemic World," Nashville Health Care Council (March 2021)
- "Legal Perspective of the Tsunami of Change in Human Resources," Tennessee Society for Human Resource Management (SHRM) Conference (November 2020)
- "Best Practices in Managing Your Workforce During Times of Economic Uncertainty," The CFO Leadership Council – Nashville Chapter (August 2020)
- "COVID-19 Town Hall for Business Leaders," Petra Coach (August 2020)
- The CFO Leadership Council – Nashville Chapter (January 2020)
- "Master Class – A Complete Guide to Conducting Internal Investigations of Sexual Harassment and Discrimination Claims: The Finer Points of Managing Sensitive, Hot Button Challenges," New York (January 2019)



## Webinars

- The Ever-Changing Landscape of Noncompetition Agreements (April 2022)
- Managing the COVID-19 Vaccination in Your Workforce and Community (December 2020)
- Employer Liability and Lessons Learned from COVID-19 (November 2020)
- USMCA's Impact on Employment Laws for U.S. Companies Operating in Mexico (October 2020)
- Ninth Annual Tennessee Hospitality & Tourism Association Law Symposium (July 2020)
- Louisiana Association of Public Charter Schools (May 2020)
- Return to Work Protocol – What Employers Need to Know (April 2020)
- An Update from Washington: Analyzing Pertinent Aspects of the U.S. Response to COVID-19 (April 2020)
- Coronavirus (COVID-19): What Your Business Should Do Right Now (March 11, 2020)



## Education

- Vanderbilt University Law School, J.D., 1999
- Vanderbilt University, B.A., 1990



## Admissions

- Tennessee, 2002
- Ohio, 1999
- U.S. 6th Circuit Court of Appeals
- U.S. District Court for the Eastern, Middle and Western Districts of Tennessee

- U.S. District Court for the Northern and Southern Districts of Ohio
- U.S. District Court for the Eastern and Western Districts of Arkansas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Kentucky
- U.S. District Court for the Central District of Illinois