

# Tawny L. Alvarez

Partner

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Your culture defines your business, and Tawny prides herself on helping clients comply with the law while simultaneously creating an amazing place to work.

She centers her practice on the understanding that the employment landscape is ever-changing and organizations do not have the time or resources to keep abreast of all these changes including: how AI affects hiring and the employment relationship; pay transparency laws and the effect on equal pay and pay practices more generally; diversity, equity, and inclusion program and maintaining a diverse work environment within the confines of Title VII and state and federal anti-discrimination laws; bias at work, including its effect on the decision-making; and remote work policies and effectively managing remote workers. In this evolving landscape, Tawny recognizes that for companies to remain profitable and successful they must be proactive, not merely reactive, to these issues.

As many of these issues are swiftly evolving, Tawny prides herself on keeping current on these developments in the workplace and is skilled at crafting cost-effective solutions for adapting to them. She sensibly recognizes that one-size representation does not fit all, and focuses her practice on providing creative, cost-effective, and individualized labor and employment counseling and representation to clients while maintaining the culture that they have worked so hard to construct.

Tawny has represented diverse clients in a broad range of industries, from small family-owned businesses and non-profits to Fortune 100 companies across the country. In each situation, she recognizes that each company's culture and employment needs are distinct and crafts her practice to provide solutions that take these individualized needs and cultures into account. She frequently advises clients and defends them in court and before administrative bodies throughout the Northeast with issues including:

- Wage and hour
- Pay Transparency
- Equal Pay
- Whistleblowing

## Services/Industries

- Employment & Labor
- Construction
- Financial Services
- Food & Beverage
- Manufacturing Food & Beverage
- Manufacturing
- Retail Food & Beverage
- Workplace & Title IX Investigations

- Harassment/discrimination/retaliation (FMLA, ADA, FCA, FLSA, OSHA, USERRA, GINA, and ADEA)
- Unemployment compensation
- Affirmative Action Programs
- Employment agreements (including breach of separation agreements and restrictive covenant agreements, such as non-competes and non-solicitation)
- Drug testing
- Supervisor liability

Tawny's experience working with judges across the country at the trial and appellate levels provides her with a unique level of insight as to the ins and outs of state and federal litigation. Outside the adversarial setting, she counsels clients on best practices to minimize potential litigation with current and former employees including preparing separation agreements and drafting and revising policy handbooks.

Tawny serves as editor of Verrill's Employment & Labor Group blog, [Taking Care of HR Business](#), and regularly presents to employers, human resources professionals, and peers on trending issues, best practices, and industry-specific concerns. Tawny created the [HR Law 101 Series](#) to provide individuals who are new to human resources with guidance on best practices regarding issues that frequently develop.

She also co-chairs the firm's [Food & Beverage](#) Group. Using the same mindset—that one size does not fit all—she enjoys helping small and large companies in the food and beverage community stay in compliance with state and federal regulations while simultaneously maintaining a culture that works for the organization. She represents retail and manufacturers that produce wine, beer, ice cream, and other specialties, as well as restaurants and bars throughout the Northeast. Tawny also currently serves on the [Brewers Association Code of Conduct Compliant Review Panel](#).

Outside the office, Tawny enjoys reading fiction; exploring art museums and the Maine coast; experiencing Portland's myriad drinking, dining, and cultural options; traveling; and spending time with her daughter.

## Education

- Pace University School of Law (J.D., *magna cum laude*)
- Thomas College (B.S., *summa cum laude*)

## Public Service

- Portland Museum of Art Contemporaries
- United Way Greater Portland Brick and Beam Society

## Bar Admissions

- Maine

- Massachusetts
- New Hampshire
- Vermont
- New York

## **Memberships**

- Board Member, Manufacturers Association of Maine

## **Honors**

- Received Katahdin Counsel Recognition for pro bono efforts (2014, 2015, 2016, 2017)
- Recognized in *Chambers USA: America's Leading Lawyers for Business* under Labor & Employment
- Listed in *The Best Lawyers in America: Ones to Watch*® under Labor and Employment Law – Management in Portland, Maine (2024)
- Selected by peers for inclusion in *New England Super Lawyers*® under Employment & Labor

To learn more about third-party ratings and rankings, and the selection processes used for inclusion, [click here](#).

## **Clerkships**

- U.S. Court of Appeals for the Third Circuit, Hon. Thomas I. Vanaskie
- U.S. District Court for the Middle District of Pennsylvania, Hon. Thomas I. Vanaskie
- U.S. Bankruptcy Court – Northern District of Iowa, Hon. Thad J. Collins
- Iowa Judicial Branch, District Court

## **Court and Other Admissions**

- U.S. District Court for the District of New Hampshire
- U.S. District Court for the District of Maine
- U.S. Bankruptcy Court – District of New Hampshire
- U.S. District Court for the District of Massachusetts
- U.S. Court of Appeals for the First Circuit
- Southern District of New York