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Tracy is the co-Managing Partner of the Chicago office and past chair of the Chicago office Labor & Employment department, concentrating her practice on representing and counseling employers throughout the country in the entire range of employment law matters. Tracy provides extensive advice and strategic guidance to clients on a wide array of Human Resources topics and issues, including policy development and review, auditing the Human Resources functions, leave and absence management, EEO compliance, reductions in force, employee relations, labor relations, performance management, discipline and discharge and various other areas, with an emphasis on instituting best practices and avoiding litigation.

Tracy relieves her clients' day-to-day pain points related to performance management, discipline, terminations, and reductions in force, with an emphasis on compliance, business needs, and prevention of litigation. When clients have serious employee complaints, she assists with investigations—either advising in-house counsel and HR or conducting the investigation herself. She regularly trains managers, leaders, executives, HR departments, and legal teams on the full suite of labor and employment topics.