

Traci Boris

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Partner

Syracuse

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Education

- Albany Law School, *Cum Laude*; *Albany Law Review*, Member, JD
- State University of New York at Oneonta, *Magna Cum Laude*, BS

Practices & Industries

- Health & Human Services Providers
- Health Care Controversies
- Labor & Employment
- Health Care

Admitted to Practice

- New York

Biography

Traci primarily focuses her practice on counseling individual practitioners, owners, administrators, executives, directors, and employees of health care practices and health care-related facilities, including physicians, licensed medical personnel, hospitals, and clinics. She has experience negotiating complex collective bargaining agreements and effects bargaining agreements; advising on HIPAA, EMTALA, conditions of participation, OSHA, Family Healthcare Decisions Act, and consent issues; and overseeing and managing claims and lawsuits. Traci has developed and overseen hospital policies to implement new laws relating to the care and treatment of psychiatric patients, MOLST, HIPAA, and the Safe Act. She represents hospital clients in employment arbitrations and mental hygiene hearings and provides guidance to administration on fraud and abuse laws.

Traci assists health care clients with drafting and negotiating complex contracts and agreements; reviewing liability insurance portfolios; navigating wage-and-hour laws, the Family Medical Leave Act, disability issues, and personnel matters; human resources investigatory processes; HIPAA compliance, compliance programs, audits, investigations and self-disclosures, and licensure issues, EMTALA and transfer questions, and physician and patient relations.

Traci also assists with creating and revising corporate documents and provides guidance on merger documents and transition plans to health care systems and boards of directors.

Traci has previously served as an adjunct professor for Albany Law School's Online Graduate Program, teaching The Emergency Medical Treatment and Active Labor Act (EMTALA).

Bar Associations

- American Bar Association, Health Law Section
- New York State Bar Association, Health Law Section
- Oneida County Bar Association

Selected Memberships & Affiliations

- Barclay Damon's Women's Forum
- American Health Lawyers Association

Representative Experience

- Represented and guided Catholic Healthcare Center in affiliation with a secular health care system.
- Assisted with the negotiation of an assurance of discontinuance with the NYS Attorney General's Office in order to obtain approval for two competing hospitals to affiliate.
- Represented a hospital in the acquisition of interest in an ambulatory surgery center with a physician group and another health care entity.
- Successfully negotiated collective bargaining agreements on behalf of a hospital and home health agency with nursing unions as well as with service and maintenance and LPN/tech unions.
- Helped guide a health care system and its board and staff through COVID-19 issues including serving on its Incident Command Team; monitoring, interpreting, and advising on new regulatory changes; providing guidance on employer actions related to terminations, furloughs, and pay changes; and serving on a team tasked with creating ventilator allocation guidelines.
- Negotiated multiple multimillion-dollar electronic medical record agreements on behalf of health care clients.
- Favorably resolved federal and state regulatory issues related to EMTALA, HIPAA, Conditions of Participation, and OSHA.
- Provides clients with compliance advice.
- Represented health care entities and providers in medical malpractice litigation.
- Provides guidance to health care corporate compliance officers, privacy officers, and risk managers.

Prior Experience

- Mohawk Valley Health System, General Counsel and Vice President of Legal and Compliance
- Mohawk Valley Health System, Assistant General Counsel
- St. Elizabeth Medical Center, General Counsel
- St. Elizabeth Medical Center, Assistant General Counsel
- Gale & Dancks, LLC, Partner
- Gale & Dancks, LLC, Associate Attorney
- Orange County District Attorney, Assistant District Attorney
- NYS Senator Joseph R. Holland, Legislative Aide
- NYS Senator Joseph R. Holland, Session Assistant

Selected Community Activities

- Boy Scouts of America, Scout Master
- Stittville Volunteer Fire Department, Member and Former EMT
- Holland Patent School Board, Former Member
- Ride for Missing and Exploited Children, Participant
- American Youth Soccer Organization, Former Volunteer Coach

Selected Speaking Engagements

- New York Medical Group Management Association
  - Central NY Chapter Fall Seminar, "Stark Law"
  - Webinar, "Legal Considerations for Setting Up a Concierge Medicine Practice"
  - Central NY Chapter Event, "Looking Ahead to 2023 and Beyond"
  - "Post-Pandemic Work Environment/Hybrid and Remote Workers"
- Mohawk Valley Health System, "Physician Contracts/Agreements: A Fraud and Abuse Overview"
- St. Elizabeth Medical Center Annual Trauma Day, "Legal Issues Related to Documentation for EMS and ED Staff"
- SUNY POLY, "Healthcare Law"

Selected Media

- *Part B News*, "After FTC Rule Bans Noncompetes, Legal Expert Discusses Impact on Health Care"

Selected Alerts & Blog Posts

- NYS Hospitals Required to Meet New Workplace Violence Prevention Requirements