

## Anita M. Polli

Shareholder

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## Focus Areas

Healthcare  
Labor Management Relations  
Discrimination and Harassment  
Hiring, Performance Management and Termination

## Overview

Anita M. Polli represents employers in all phases of labor and employment law with specific experience advising healthcare clients, including hospitals, healthcare systems and long-term care facilities. Anita negotiates collective bargaining agreements and advises clients with respect to union organizing campaigns. She handles labor arbitrations, discrimination complaints and mediations, issues of hiring and firing, and conducts internal investigations.

Anita has extensive experience handling large-scale union organizing campaigns in medical centers throughout the country and has successfully thwarted union organizing efforts by the National Nurses United (NNU), the Michigan Nurses Association and the Massachusetts Nurses Association. Most recently, Anita led teams in union organizing drives where 6000, 4000 and 3000 nurses, respectively, were targeted in academic medical centers. She has successfully led organizations through complex and highly charged union corporate campaigns with significant external visibility. Anita has also participated in and advised clients through strikes and other job actions by healthcare workers.

Anita has been involved in labor arbitrations involving allegations of patient abuse, drug diversion, negligence of a chief nursing officer, and wrongful death, among others. Anita believes training is the most powerful risk management tool to help employers avoid legal liability, and she devotes a significant portion of her practice to training clients how to avoid and mitigate risk. She has trained entire organizations, from management to staff, on all areas of labor and employment law. Another way in which Anita assists clients in avoiding legal risk is by working with them to develop fair and balanced policies and procedures.

Previously, Anita was a partner at another law firm. She has written extensively on labor and employment matters, and has lectured for numerous legal, business and human resource organizations.

## Professional and Community Affiliations

- Member, Labor and Employment Section, American Bar Association
- Member, Labor and Employment Section, Massachusetts Bar Association
- Member, Labor and Employment Section, Boston Bar Association
- Member, National Health Lawyers Association

## Education

J.D., Northeastern University School of Law, 1988

B.S., Northeastern University, 1979, *summa cum laude*

## Bar Admissions

Massachusetts

## Courts

U.S. Court of Appeals, 1st Circuit

U.S. District Court, District of Massachusetts

## Publications & Press

### **NLRB Defines New Standard for Determining Appropriate Bargaining Units**

*Littler Insight*

September 7, 2011

### **Major Merger of Nursing Unions to Shake Up Health Care**

*Littler Insight*

February 25, 2009

### **Anita Polli Breaks Down SEIU Motives**

*Boston Business Journal*

August 18, 2006

### **Littler Boston Expands Again with Addition of Three Accomplished Employment Attorneys**

*Littler Press Release*

November 11, 2005

## Speaking Engagements

### **Investigations: The Corner Stone of Effective EEO Policies and Codes of Conduct**

2016 New England Employer Conference, Burlington, MA

October 13, 2016

### **NLRB Update: Recent Developments Under the New NLRB**

Boston, MA

June 14, 2012

### **The Employee Free Choice Act (EFCA): A Sea Change of Interest to All Employers**

Boston, MA

October 15, 2008

### **The Employee Free Choice Act (EFCA): A Sea Change of Interest to All Employers**

Providence, RI

October 14, 2008

### **Health Care's New Labor and Privacy Law Frontiers: Defusing Tomorrow's Problems Today**

Denver, CO

May 14, 2008

### **The 2008 Executive Employer® Conference**

Phoenix, AZ

April 10, 2008

### **Health Care's New Labor and Privacy Law Frontiers: Defusing Tomorrow's Problems Today**

Cleveland, OH

November 14, 2007