



Julian T. Tynes, Esq.
Chairman

On September 20, 2010, Governor Deval Patrick appointed Julian T. Tynes as Chairman of the Massachusetts Commission Against Discrimination (MCAD). In this capacity, Chairman Tynes is responsible for overseeing the MCAD's role in the administration, adjudication, and education of civil rights matters within the Commonwealth of Massachusetts.

Mr. Tynes is a former educator who began his career in the legal field as a Staff Attorney for the Connecticut Independent Labor Union/Police Union (CILU/CIPU). At the CILU/CIPU, Mr. Tynes advised bargaining unit locals consisting of municipal employees, police dispatchers, and police officers on collective bargaining-related issues and represented the locals in arbitration proceedings, administrative hearings, and court proceedings throughout the State of Connecticut. In addition to those responsibilities, he was responsible for developing and overseeing the implementation of the Union's agency fee policy.

In 2001 he accepted the position of Assistant General Counsel/Labor for the Central/West Region of the Massachusetts Department of Mental Retardation (now known as the Department of Developmental Services). During that time he assisted in the development and implementation of new personnel policies and procedures, advised the Commissioner, Regional Directors, Human Resource Directors, and Facility Directors on FMLA, EEOC/MCAD and collective bargaining-related issues, personnel policies and procedure, and represented various Executive Office of Health and Human Service agencies in arbitration proceedings, administrative hearings, and Court proceedings. Mr. Tynes has led workshops and seminars to educate various state agency employers, human resource directors, and managers on labor and employment law-related topics ranging from sexual harassment to employee rights and employer responsibilities in the workplace.

Mr. Tynes has served as the interim Chairperson for the Education Committee of the Springfield Branch of the NAACP and on various local Boards of Directors of nonprofit organizations in the Pioneer Valley. Chairman Tynes is a graduate of the University of Massachusetts/Amherst (BGS), Eastern Nazarene College (M.Ed), and Western New England College School of Law (JD). He is admitted to practice law in the State Courts of Connecticut and Massachusetts and the United States District Court of Massachusetts.