

## Alexis C. Knapp

Shareholder

1301 McKinney Street  
Suite 1900  
Houston, TX 77010  
main: (713) 951-9400  
direct: (713) 652-4706  
fax: (713) 951-9212  
aknapp@littler.com



---

## Focus Areas

Leaves of Absence and Disability Accommodation  
Wage and Hour  
Discrimination and Harassment  
Policies, Procedures and Handbooks  
Training - Compliance, Ethics, Leadership

## Overview

Alexis C. Knapp is board certified in labor and employment law by the Texas Board of Legal Specialization and is a Senior Professional in Human Resources (SPHR<sup>®</sup>). She represents employers in all areas of labor and employment law and appears in state and federal courts and before the Equal Employment Opportunity Commission. She handles litigation against both private and governmental plaintiffs and has specific experience with matters arising under:

- The Family and Medical Leave Act
- The Americans with Disabilities Act
- Title VII of the Civil Rights Act
- The Age Discrimination in Employment Act
- The Fair Labor Standards Act

In addition to her litigation practice, Alexis counsels clients on employment law matters, including:

- Complex leave and accommodation issues
- Compliance
- Handbook and policy review and drafting
- Reductions-in-force
- Performance management and terminations
- Employee release agreements

- Wage and hour issues
- Discrimination, harassment and retaliation issues
- Nondiscrimination and anti-retaliation efforts

Alexis provides training and speaks frequently on a variety of topics for employer and industry groups.

Before beginning her legal career, Alexis served as an associate dean of the College of Business and Economics and assistant professor of management at Houston Baptist University, where she taught courses in human resources and employment law at both the graduate and undergraduate levels. She has continued as a member of the adjunct faculty and has taught graduate classes in employment law. Previously, Alexis was a human resources professional in the public sector, where her focus was employee benefits, organizational policies and procedures and training.

## Professional and Community Affiliations

- Member, Houston Bar Association
- Member, Society for Human Resources Management (SHRM)
- Member, Human Resource Management Association (HR Houston)

## Recognition

- Named, Recommended Lawyer, Labor and Employment Disputes in Defense, *Legal 500 United States*, 2016
- Named, Rising Star, *Super Lawyers*, 2014-2017

## Education

J.D., University of Houston Law Center, 2007

M.S., Houston Baptist University, 2000

B.S., Texas A&M University, 1997, *magna cum laude*

## Bar Admissions

Texas

## Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Eastern District of Texas

U.S. District Court, Southern District of Texas

U.S. District Court, Western District of Texas

U.S. District Court, Northern District of Texas

## **Publications & Press**

### **Second Set of DOL FAQs Provide More Clarity on Upcoming Federal Paid Sick and Family Leave Obligations**

*Littler ASAP*

March 27, 2020

### **DOL Releases Q&A Guidance on Families First Coronavirus Response Act**

*Littler ASAP*

March 24, 2020

### **Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

### **Littler Ranks in The Legal 500 United States Guide**

*Littler Press Release*

June 20, 2016

### **What Are Your Rights at Work Regarding Taking Time off For Pregnancies or Medical Issues**

*Houston Matters*

April 22, 2015

### **The Heavy Burden of Light Duty: Young v. UPS**

*Littler Insight*

March 31, 2015

### **Littler Elevates 16 Attorneys to Shareholder**

*Littler Press Release*

January 5, 2015

### **What you don't know can hurt you when it comes to employee health**

*Houston Business Journal*

October 14, 2013

### **The Bermuda Triangle Has Expanded: The FMLA's Intersection With the ADA, Workers' Compensation and More**

*XpertHR*

September 12, 2013

### **Let employees set tone for maternity leave discussions, experts say**

*Houston Business Journal*

August 16, 2013

**What to expect when your employees are expecting**

*Houston Business Journal*

August 8, 2013

**Relief in Sight? DOL Issues Final FMLA Regulations**

*Littler Insight*

November 25, 2008

**A New Generation of Family and Medical Leave**

*71 Texas Bar Journal 8*

September 2008

**Driving Them Away - The Employee Who Quits in Response to Harassment: The Supreme Court Suders Decision-  
Constructive Discharge and the Affirmative Defense**

*6 HOUSTON BUS. & TAX L. JOUR.*

2006

## Speaking Engagements

**Practical Issues for Employers in Navigating the New Federal Emergency Paid FMLA and Sick Leave Mandates**

March 24, 2020

**Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Houston, TX

February 11, 2020

**Rehab Roundup: Discrimination & Leave Compliance Issues Managing Employees w/Substance Addictions**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**From the Judge's Bench: A Practitioner's Report Card on the Practical Impact of Recent Family Leave and Disability  
Discrimination Developments**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Dallas, TX

October 5, 2017

**Today's ADA and FMLA: Tackling New and Persistent Leave and Accommodation Issues**

2017 Littler Houston Employer Conference

August 10, 2017

**The FMLA Today: Tackling New and Persistent Leave Issues**

May 11, 2017

**Making Sense of Leaves of Absence**

May 5, 2017

**Creative Approaches to Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Austin, TX

April 25, 2017

**Accommodation Issues Under the ADA: Dealing with Medical Conditions in a Retail Environment**

October 18, 2016

**2016 Houston Employer Conference**

Houston, TX

August 11, 2016

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

**FMLA, ADA and Beyond: Current Leave and Accommodation Issues**

Austin, TX

December 2, 2015

**2015 Houston Employer Conference**

Houston, TX

August 13, 2015

**Accommodating Pregnant Workers After Young v. UPS: Navigating New Obligations Absent Clear Court Guidance**

Strafford Webinar

July 15, 2015

**Getting a Handle on Leave Abuse and Related Problems: What the FMLA and ADA Will Allow**

Littler Mendelson, Atlanta, GA

October 9, 2014

**FMLA and Other Leave of Absence Issues: Key Issues for Business Owners, Managers and HR**

Human Resources Symposium, Associated Builders and Contractors - Texas Gulf Coast Chapter, Freeport, TX  
October 8, 2014

**Social Media and Beyond: Addressing Employee Conduct in 2014**

Texas Payroll Conference, Frisco, TX  
September 18, 2014

**Hot Topics in Labor & Employment Law**

Texas Payroll Conference, Frisco, TX  
September 17, 2014

**Federal Labor & Employment Law Update**

2014 Business Seminar, Brazos Valley SHRM, College Station, TX  
September 16, 2014

**Getting a Handle on Leave Abuse and Related Problems: What the FMLA and ADA Will Allow**

Littler Mendelson, Houston, TX  
August 14, 2014

**Two-Day FMLA/ADA Workshop**

Human Resource Management Association (HR Houston), Houston, TX  
July 23-24, 2014

**Two-Day FMLA/ADA Workshop**

Human Resource Management Association (HR Houston), Houston, TX  
August 14-15, 2013

**Two-Day FMLA/ADA Workshop**

Human Resource Management Association (HR Houston), Houston, TX  
November 14-15, 2012

**Managing the Complex Web of Leave Laws**

Littler Mendelson, Houston, TX  
August 2, 2012

**The 2012 Houston Employer Conference**

Houston, TX  
August 2, 2012

**The 2011 Houston Employer Conference**

Houston, TX

August 11, 2011

**A New Generation of Regulation A Practical Perspective: ADAAA Final Regulations and the FMLA**

Houston, TX

May 18, 2011

**When Disaster Strikes: Labor and Employment Issues**

Emergency and Disaster Preparedness and the Law - South Texas College of Law and the Harris County Attorney's Office

March 30, 2011

**Managing Employees with Medical Conditions**

Houston, TX

May 5, 2009