



Alexis C. Knapp

Shareholder

Co-Chair, Leaves of Absence and Disability

Accommodation Practice Group

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Focus Areas

Leaves of Absence and Disability Accommodation

Policies, Procedures and Handbooks

Training - Compliance, Ethics, Leadership

Discrimination and Harassment

Overview

Alexis C. Knapp worked in various capacities of human resources and higher education before transitioning to Littler, where she has spent more than 15 years practicing labor and employment law. Over the course of her career, Alexis's practice has evolved into a deep focus on leave and accommodation issues (The Family Medical Leave Act, The Americans with Disabilities Act, the Pregnant Workers' Fairness Act, workers' compensation, return to work situations, and more), from assisting employers with basic compliance questions, to navigating complex challenges in this arena. As part of that work, she regularly counsels and assists employers with policy questions, process issues, and drafting forms, letters, and other documents in support of employers' leave and accommodation efforts.

Alexis also enjoys providing robust employment counseling and advice to clients on all other types of labor and employment issues as well, such as employee performance management, discipline, terminations, discrimination and harassment concerns, and more. She is also a regular speaker on a variety of labor and employment law topics for employer and industry groups, and frequently develops and delivers customized training programs for clients.

Alexis is board certified in labor and employment law by the Texas Board of Legal Specialization and is a Senior Professional in Human Resources (SPHR®). She has appeared in court and before the Equal Employment Opportunity

Commission, Texas Workforce Commission and the Department of Labor, and has handled administrative and litigation matters against individual plaintiffs and federal government agencies.

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 (now Houston Christian University) where she taught courses in human resources and employment law at both the graduate and undergraduate levels. Prior to that, 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, Houston Human Resource Management Association (HR Houston)

Recognition

- Named, The Best Lawyers in America®, 2021-2024
- 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

Spousal Care FMLA Leave Calls for Empathy from Employers

SHRM Online

March 15, 2024

Texas Governor Abbott Bars Employers and Individuals from Compelling COVID-19 Vaccines

Little ASAP

October 12, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

4 Tips for Handling Leave Requests in the Age of COVID-19

Law360 Employment Authority

May 21, 2021

Latest COVID-19 Relief Package Provides Tax Credits for Voluntary Paid Sick and Family Leave

Littler ASAP

March 18, 2021

Virus Law's Waning Leave Mandates Put Spotlight On FMLA

Law360

February 23, 2021

What To Know About DOL's Revamped Virus Paid Leave Rule

Law360

September 16, 2020

DOL Revises FFCRA Regulations to Clarify Paid Leave Rules in Wake of New York Federal Court's Decision

Littler Insight

September 13, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

NY Federal Court Strikes Down Key Provisions of DOL Rule Regarding FFCRA Paid Sick and Expanded FMLA Leave

Littler Insight

August 4, 2020

After Slight Reprieve, DOL Releases Additional Batch of FFCRA Q&As

Little ASAP

April 3, 2020

DOL Releases Regulations Implementing the Families First Coronavirus Response Act

Little Insight

April 2, 2020

Paid sick leave law takes effect after DOL addresses exemptions, other issues

Thompson Reuters

April 1, 2020

DOL Issues Third Batch of Families First Coronavirus Response Act Q&As and Revises Prior Guidance

Little ASAP

March 29, 2020

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

Little ASAP

March 27, 2020

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

Little ASAP

March 24, 2020

Bloomberg Law's VIDEO Coverage of the 2018 Little Executive Employer Conference

Bloomberg Law

May 4, 2018

Little Ranks in The Legal 500 United States Guide

Little 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

Little Insight

March 31, 2015

Little Elevates 16 Attorneys to Shareholder

Little 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

Little 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**

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Speaking Engagements

Love Your Lawyer

Houston, TX

February 13, 2024

2023 Houston Regional Employer Conference

Houston, TX
October 18, 2023

2023 Love Your Lawyer

Houston, TX
February 14, 2023

2022 Houston Regional Employer Conference

Houston, TX
October 6, 2022

Practically Navigating Complex, Real-Life Leave and Accommodation Scenarios

Littler Executive Employer Conference
May 5, 2022

Who Wants to Be a Lawionaire?

Littler Executive Employer Conference
May 5, 2022

2021 Houston Employer Conference

Houston, TX
October 26, 2021

The CDC Just Said What?! Chasing Best Workplace Practices on Masking, Vaccines and More

June 29, 2021

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

Houston, TX
February 10, 2021

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

Little 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

Little 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

Little 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