



Kelcy L. Palmer

Associate

1301 McKinney Street
Suite 1900
Houston, TX 77010
main: (713) 951-9400
direct: (713) 652-4712
fax: (713) 951-9212
kpalmer@littler.com



Focus Areas

Affirmative Action/OFCCP Compliance
Discrimination and Harassment
Business Restructuring and M&A
Wage and Hour

Overview

Kelcy L. Palmer is board certified in labor and employment law by the Texas Board of Legal Specialization. She advises and represents employers, including federal contractors, in a broad range of employment matters arising under federal and state laws and before state and federal courts, the Equal Employment Opportunity Commission (EEOC), the Office of Federal Contractor Compliance (OFCCP), and in arbitration. She defends and counsels clients on issues related to:

- Discrimination on the basis of race, national origin, religion, sex, age, veteran status, genetic information, or disability
- Retaliation and interference with rights under the Family and Medical Leave Act (FMLA)
- Overtime compensation under the Fair Labor Standards Act (FLSA) and matters related to independent contractors
- Federal contractor compliance with Executive Order 11246, Section 503, and Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) rules and regulations
- Older Worker Benefits Protection Act compliance in reductions-in-force
- Drafting employee handbooks, policies and agreements, and severance agreements

While in law school, Kelcy interned with the Hon. Lynn N. Hughes in the U.S. District Court, Southern District of Texas.

Professional and Community Affiliations

- Member, Labor and Employment Section, Houston Bar Association

- Member, Hollins Houston Alumnae Chapter

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022

Education

J.D., University of Houston Law Center, 2013

B.A., Hollins University, 2010, *summa cum laude*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

Publications & Press

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

Littler Press Release

August 19, 2021

OFCCP Issues Final Rule on TRICARE Participation and Covered Health Care Providers

Littler Insight

July 6, 2020

Speaking Engagements

Government Contractor Update-An Energized OFCCP Changes Compliance Req. & Enforcement Standards

December 4, 2018

Three Challenging Evidentiary Issues in Employment Law

29th Annual State Bar of Texas Labor and Employment Law Institute

August 24, 2018