

## **Kelcy L. Palmer**

Shareholder

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## **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*®, 2022-2025

## 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

### **New OFCCP Construction Scheduling Letter and Itemized Listing**

*Littler Insight*

October 4, 2024

### **OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors**

*Littler ASAP*

June 7, 2024

### **2024 OFCCP Certification Cycle Announced**

*Littler ASAP*

March 26, 2024

### **WPI Labor Day Report 2023**

*Littler WPI Report*

September 5, 2023

**Littler's Workplace Policy Institute Releases 2023 Labor Day Report**

*Littler Press Release*

September 5, 2023

**OFCCP Identifies 250 Federal and Federally Assisted Construction Contractors for Compliance Reviews**

*Littler ASAP*

June 6, 2023

**OFCCP Announces a New Certification Cycle**

*Littler ASAP*

March 24, 2023

**Supreme Court Holds Day Rate Pay Cannot Satisfy the Salary Basis Test**

*Littler ASAP*

February 23, 2023

**OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors**

*Littler ASAP*

January 23, 2023

**OFCCP Identifies 400 Supply & Service Contractor Establishments to be Audited Beginning in June**

*Littler ASAP*

May 31, 2022

**Littler Elevates 33 Attorneys to Shareholder**

*Littler Press Release*

January 6, 2022

**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**

**2024 Houston Regional Employer Conference**

Houston, TX

September 26, 2024

**Release Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

September 24, 2024

**Release Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today**

Webinar

September 24, 2024

**From Michael Scott to Bill Lumbergh: Legal Strategies for When a Manager Goes Rogue**

July 23, 2024

**Federal Contractor Roundtable**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**Strategies for Separating Employees: Tackling Release Agreements, Restrictive Covenants and Trade Secret Protection in a Time of Legal Change**

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

**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

**Federal Contractor Roundtable**

Littler Executive Employer Conference

May 4, 2022

**OFCCP's New Registration and Certification Requirements**

February 15, 2022

**2021 Houston Employer Conference**

Houston, TX

October 26, 2021

**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