

Kellie A. Tabor

Shareholder

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Focus Areas

Discrimination and Harassment
Unfair Competition and Trade Secrets
Leaves of Absence and Disability Accommodation
Policies, Procedures and Handbooks
Hiring, Performance Management and Termination

Overview

A seasoned and trusted advisor and litigator from the Midwest, to the Pacific Northwest, to the Southeast, Kellie A. Tabor helps her clients develop practical strategies for employment law compliance, including multistate leave and paid sick compliance, consulting on complicated leave, accommodation, and performance management issues, and planning for reductions in force. Kellie also assists clients in protecting their confidential information and trade secrets by developing comprehensive restrictive covenants and assessing concerning employee departures.

On the litigation side, Kellie focuses her practice on defending employers in employee-initiated lawsuits, handling single and multiplaintiff harassment, discrimination, retaliation, leave, and contract claims, among others. Kellie also regularly represents clients in enforcing noncompetes and other restrictive covenants, including obtaining temporary restraining orders and preliminary and permanent injunctions.

Kellie practiced in Littler's Kansas City and Seattle offices before joining Littler's Charlotte office in 2020. She maintains an active practice in all three locations, and regularly advises Washington clients on Washington paid sick, paid family and medical leave, and other leave and accommodation issues. Kellie is licensed to practice in North Carolina, Washington, and Missouri.

She frequently represents clients in the following industries:

- Tech and Startups

- Retail
- Financial Services/Banking
- Manufacturing
- Real Estate
- Construction
- Restaurants and Hospitality

Recognition

- Named, The Best Lawyers in America®, 2021-2025
- Named, Rising Star, North Carolina, *Super Lawyers*, 2022
- Named, Rising Star, Washington, *Super Lawyers*, 2014-2021
- Named, Rising Star, Kansas and Missouri, *Super Lawyers*, 2012
- Named, Pro Bono Services' Volunteer of the Month , *King County Bar Association*, February 2016

Education

J.D., University of Iowa College of Law, 2007, *With Distinction*

B.A., University of Nebraska, 2004

Bar Admissions

North Carolina

Washington

Missouri

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Western District of North Carolina

U.S. District Court, Middle District of North Carolina

U.S. District Court, Eastern District of North Carolina

U.S. District Court, Western District of Washington

U.S. District Court, Eastern District of Washington

U.S. District Court, Western District of Missouri

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Washington State Legislative Updates

Littler Insight

March 27, 2024

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

New Laws Postpone Washington Cares Act Employee Premiums to July 1, 2023, and Require Employers to Refund any Premiums Already Collected

Littler ASAP

February 1, 2022

Washington Employers May Consider Delaying January 2022 Start Date for Collecting “Washington Cares Act” Premiums from Employees

Littler ASAP

December 20, 2021

Top W&H Developments For Women In The Workforce In 2021

Law360 Employment Authority

December 15, 2021

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

Littler Press Release

August 19, 2021

Washington State LTC Program Requires Employers to Collect Premiums

SHRM Online

July 20, 2021

Employers Must Collect Employee Premiums under the New “Washington Cares” Program Starting 1/1/2022; Employee Window to Obtain Alternate Coverage Closes on 11/1/2021

Littler Insight

July 9, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

Expiration of State Preemption of Anti-Discrimination Ordinances Prompts North Carolina Counties and Cities to Enhance Protections at the Local Level

Littler ASAP

January 25, 2021

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

Littler Press Release

August 20, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

Washington State Buttons Up Two New Laws Addressing Worker Harassment and Assault in Hospitality and Adult Entertainment Industries

Littler ASAP

May 31, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Change Makers: Gender Equity in the Workplace Is Possible. Here's How

Seattle Business Magazine

April 24, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

Washington's New Healthy Starts Act Requires Employers to Provide Reasonable Accommodations to Pregnant Workers Absent the Showing of a Disability

Littler Insight

August 29, 2017

Guidance, Support, Networking: Keys to a Firm's Diversity Efforts

NW Lawyer

July 1, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Littler Elevates 24 Attorneys

Littler Press Release

January 3, 2017

Pro Bono Volunteer of the Month

King County Bar Bulletin

February 1, 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

Washington Supreme Court Decision May Spur Joint Employer Class Actions

Littler Insight

September 5, 2014

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

\$15.00 Minimum Wage and Mandatory Paid Sick and Safe Leave for Transportation and Hospitality Workers Take Effect in City of SeaTac

Littler Insight

January 10, 2014

Annual Report on EEOC Developments – Fiscal Year 2012

Littler Report

January 8, 2013

Speaking Engagements

2024 Carolinas Regional Employer Conference

Charlotte, NC

September 12, 2024

2023 Carolinas Regional Employer Conference

Charlotte, NC

September 14, 2023

2022 Carolinas Regional Employer Conference

Charlotte, NC

September 8, 2022

Turning the “Great Resignation” into the “Great Retention”

Charlotte Area SHRM Conference & Expo, Charlotte, NC

May 18, 2022

Feeling Lucky? Ask Us Your Labor and Employment Related Questions

March 17, 2022

When Every Day is “Blursday” – Wage and Hour Compliance for a Remote Workforce

Association of Corporate Counsel – Charlotte Chapter

October 26, 2021

Panel Discussion: Returning to Work in the Carolinas

Charlotte, NC

July 13, 2021

Washington Paid Family and Medical Leave 201: Lessons Learned and Frequently Asked Questions

Seattle, WA

March 30, 2021

The Biden Administration: New and Anticipated Policy Changes and What They Mean for Employers

March 24, 2021

Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic

Charlotte Area SHRM Legal Update, Charlotte, NC

March 8, 2021

COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims in North Carolina and South Carolina

September 30, 2020

Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate

Association of Corporate Counsel - Charlotte Chapter, Charlotte, NC

June 25, 2020

Drafters' Lab: Reviewing Fundamental Provisions in Settlement Agreements

16th Annual WSBA Labor and Employment Conference

November 14, 2019

2019 Legal Update

Seattle SHRM

May 16, 2019

A Legal Update: 2017 & 2018 Year to Date

Seattle SHRM

April 19, 2018

Hot Topics in Employment Law: Employment Law Developments from the U.S. Supreme Court, Washington Courts & Idaho Courts

Inland Northwest Society for Human Resource Management 2017 Annual Legal Update

September 12, 2017

The Good, The Bad, and The Ugly: A Legal Update

2017 Washington State Employment Law & HR Conference - Washington State SHRM

March 31, 2017

Employment Law Update with a Side of BYOD

Seattle SHRM, Seattle, WA

May 19, 2016

Background on Background Checks

Seattle, WA

April 28, 2016

Risk Management for Employee Separations

2016 Washington State Employment Law & HR Conference - Washington State Human Resources Council, Bellevue, WA

March 18, 2016

HR Legal Yearbook: New Faces and Old Friends

Seattle SHRM, Seattle, WA

May 21, 2015

Responding to Legal Sea Changes with Agility

2015 Symposium - Lake Washington Human Resource Association, Bellevue, WA

February 10, 2015

Social Media's Impact on the Employment Relationship

Seattle, WA

March 27, 2014

The Employee From Hell

Kansas City, MO

October 9, 2012

Fair Labor Standards Act Hot Topics

Continuing Legal Education Seminar - Kansas Bar Association

Fair Labor Standards Act Basics

Continuing Legal Education Seminar - Kansas Bar Association

Employee Handbooks: How They Help and Hurt Employers

United Benefit Advisors Webinar

Form I-9 Nuts and Bolts

American Payroll Association, Kansas City Chapter

Compensation Practices: Hot Topics and Emerging Trends

Kansas City Compensation and Benefits Association