## Kevin M. Kraham

Shareholder

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## Focus Areas

Labor Management Relations
Transportation
Healthcare
Discrimination and Harassment
Training - Compliance, Ethics, Leadership
Inclusion, Equity & Diversity

## Overview

Kevin Kraham works as a strategic business partner with clients to help ensure that labor relations and human resources practices support and drive business plans.

Kevin litigates and mediates labor and employment disputes in federal and state courts and before administrative agencies and arbitrators. His labor practice focuses on pre- and post-petition union campaigns, collective bargaining, and contract administration, with a concentration on healthcare, transportation, logistics, and education employers. He also provides day-to-day advice, counseling, and training to employers about workplace compliance issues.

His airline and railroad experience includes system board of adjustment and public law board arbitrations, federal court litigation with unions under the Railway Labor Act, representation proceedings and carrier interference cases before the National Mediation Board, and negotiating initial and successor labor agreements.

Kevin serves on Littler's Associates Committee. He is a former adjunct professor at Georgetown University, where he taught cross-cultural management and negotiations and global labor and employment law. Kevin began his career in employment and labor law with the U.S. Equal Employment Opportunity Commission as an investigator, law clerk and

administrative judge. Earlier in his career, he completed The Maine Challenge, a 26-day multi-element Outward Bound course based on Hurricane Island, Maine.

## Professional and Community Affiliations

- Former Chair, Foundation Board of Directors, The National LGBT Bar Association
- Former Secretary, Board of Trustees, Two Rivers Public Charter School

## Recognition

- Named, The Best Lawyers in America©, 2013-2021
- Named, Super Lawyer, Washington DC, *Super Lawyers*, 2013 and 2015
- Recipient, Distinguished Alumnus Award, *Washington College of Law*, 1999

## Education

J.D., American University, Washington College of Law, 1996
B.A., Boston University, 1992

## Bar Admissions

District of Columbia

## Courts

U.S. Supreme Court
U.S. Court of Appeals, 4th Circuit
U.S. Court of Appeals, D.C. Circuit
U.S. District Court, District of Columbia
U.S. District Court, District of Maryland

## Publications & Press

**Social and Political Issues and the Workplace – Implications for Employers**
*Littler Report*
May 12, 2021

**Inaugural Report of Littler's Global Workplace Transformation Initiative**
*Littler Report*
March 30, 2021

**Annual Report on EEOC Developments – Fiscal Year 2020**
*Littler Report*
March 1, 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

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**
*Littler Press Release*
August 15, 2019

**NLRB Eases Standard for Withdrawing Union Recognition Upon Contract Expiration**
*Littler Insight*
July 9, 2019

**Blacklisting Ex-Trump Officials Could Put Firms at Legal Risk**
*Bloomburg Law*
April 12, 2019

**Facebook Settles Claims Alleging Discriminatory Ad Targeting**
*Littler ASAP*
March 21, 2019

**Annual Report on EEOC Developments – Fiscal Year 2018**
*Littler Report*
January 28, 2019

**Ending Sexual Harassment: Implementing the Right Policies**
*Hotels Magazine*
August 30, 2018

**Ending Sexual Harassment: Are You Asking the Right Questions?**
*Hotels Magazine*
August 28, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**
*Littler Press Release*
August 15, 2018

**The Sexual Harassment Problem in the Food and Hospitality Industries**
*Littler Insight*
July 27, 2018

**Four Things To Watch After The High Court's Body Blow to Labor**
*Law360*
June 27, 2018

**Supreme Court Bans Mandatory Union Fees for Public-Sector Workers**
*SHRM Online*
June 27, 2018

**Annual Report on EEOC Developments — Fiscal Year 2017**
*Littler Report*
February 27, 2018

**EEOC Launches National Online Complaint System**
*Law360*
November 1, 2017

**Dear Littler: Can We Discipline An Employee Who "Took a Knee" During the Anthem?**
*Dear Littler*
October 16, 2017

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**
*Littler Press Release*
August 17, 2017

**DOJ Brief Opposing Title VII Protection for Gay Workers is Significant, Attorneys Say**
*Westlaw Journal*
August 8, 2017

**Is Sexual Orientation Protected Under Title VII? The DOJ Weighs In**
*Littler ASAP*
July 31, 2017

**Seventh Circuit Holds Title VII Protections Extend to Sexual Orientation Discrimination**
*Littler ASAP*
April 6, 2017

**7th Circuit's Title VII Ruling Means Employers Must Adapt Anti-Bias Measures**
*The Legal Intelligencer*
April 6, 2017

**Streamlining the USERRA Claims Process**
*Law 360*
March 1, 2017

**Annual Report on EEOC Developments – Fiscal Year 2016**
*Littler Report*
February 27, 2017

**Diversity & Inclusion at Littler – From the Inside Out**
*Littler Podcast*
February 3, 2017

**EEOC Issues Enforcement Guidance on National Origin Discrimination**
*Littler ASAP*
November 29, 2016

**Addressing Post-Election Tensions in the Workplace**
*Littler Insight*
November 18, 2016

**EEOC Guidelines Provide a Confusing Roadmap to Investigating Retaliation Claims**
*Littler Insight*
September 8, 2016

**Seventh Circuit to Plaintiffs: Here's Your Burden of Proof**
*Littler Insight*
September 1, 2016

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**
*Littler Press Release*
August 16, 2016

**When Tragedy Strikes: How Employers Can Assist Employees Affected by Mass Shootings and Disasters**
*Littler Insight*
June 16, 2016

**EEOC Releases Proposed Enforcement Guidance On National Origin Discrimination For Public Comments**
*Littler ASAP*
June 3, 2016

**Supreme Court attorneys' fees ruling hits home with EEOC suits**
*Business Insurance*
May 23, 2016

**Supreme Court Holds a Party May be Entitled to Attorneys' Fees Absent a Favorable Ruling on the Merits**
*Littler Insight*
May 20, 2016

**Justices Remand Title VII Legal Fees Dispute**
*Bloomberg BNA Daily Labor Report*
May 19, 2016

**High Court Fee Ruling May Put Onus On EEOC To Conciliate**
*Law360*
May 19, 2016

**Overloaded: EEOC Proposed Guidance on Retaliation**
*SHRM*
March 3, 2016

**Annual Report on EEOC Developments – Fiscal Year 2015**
*Littler Report*
January 12, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**
*Littler Press Release*
August 18, 2015

**Ninth Circuit Rejects EEOC's Challenge of Tribal Hiring Preferences**
*Littler Insight*
September 29, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**
*Littler Press Release*
August 18, 2014

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**
*Littler Press Release*
August 15, 2013

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**
*Littler Press Release*
September 7, 2012

**Dodd-Frank and The SEC Final Rule: From Protected Employee to Bounty Hunter**
*Littler Report*
July 1, 2011

**Budget Woes Deal Blow to Public-Employee Unions**
*InsideCounsel*
May 1, 2011

**Littler Mendelson Welcomes Six-Attorney Team from Ford & Harrison to its Washington, D.C., Office**
*Littler Press Release*
October 6, 2008

## Speaking Engagements

**Virtual Organizing, Mail-Ballot Elections, and Recent NLRB Decisions on Manual Elections: Trends and Best Practices Based on a (COVID) Year in Review**
June 24, 2021

**Healthcare Hot Topics: Understanding Labor Issues and What the Shift to Value-Based Care Means for Employers**
September 18, 2019

**From #MeToo to #WhatToDo**
2018 Mid-Atlantic Employer Conference, Washington, D.C.
June 5, 2018

**Harassment Prevention: The "Legal Rules of the Road" Involving Harassment and Related Litigation by the EEOC**
February 7, 2018

**Addressing Post-Election Tensions in the Workplace**
December 12, 2016

**Dealing with the EEOC: New Way of Doing Business in Handling Charges of Discrimination**
April 22, 2016

**Dealing with the EEOC: New Way of Doing Business in Handling Charges of Discrimination**
April 18, 2016

**Do Your Employee Handbooks Make the Grade?**
Washington, DC
July 8, 2015

**Puzzled Over Payroll?**
Washington, DC
May 27, 2015

**Healthy Choices For Sick Employees**
Washington, DC
March 25, 2015

**Recognizing Red Flags**
Washington, DC
January 28, 2015

**Understanding the Expanded Employer Obligations to Pregnant Employees**
Washington, DC
October 29, 2014

**The New Wave of Religious Accommodation and National Origin Discrimination Claims**
May 22, 2014

**Trends in Employment, Labor and Benefits Laws: What You Need to Know**
Lavender Law® Conference & Career Fair, Washington, DC
August 24, 2012

**New school year: recruiting, interviewing, hiring, and training**
Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC
May 15, 2012

**Juggling the FMLA, ADA, sick leave, short term disability and workers' compensation**
Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC
March 13, 2012

**DOL's agenda and its impact on public charter schools**
Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC
January 24, 2012

**Social media: impact on recruiting, employee relations and student interaction**
Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC
October 26, 2011