

Tahl Tyson

Shareholder

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Focus Areas

International Employment Law
Hiring, Performance Management and Termination
Unfair Competition and Trade Secrets
Robotics, Artificial Intelligence (AI) and Automation
Business Restructuring and M&A

Overview

Tahl Tyson is an experienced international employment lawyer, admitted to practice in the United States and as a solicitor in England and Wales.

Tahl provides pragmatic advice to multi-national clients based on her practical experience with a wide variety of international and cross-border matters. Examples include:

- U.K. and U.S. employment law advice
- Multi-jurisdictional legal compliance programs
- Cross-border internal investigations and whistleblower hotlines, related data privacy issues
- Global policies, templates, such as employment contracts
- New market expansions
- Employment law aspects of restructurings, mergers and acquisitions, out-sourcing and in-sourcing, and layoffs (including situations implicating Acquired Rights Directive and TUPE)
- Contingent worker programs and local compliance
- Performance management and conflict resolution in cross-border situations
- Training managers and HR on the basics of how to manage legally in new countries
- Cross-border non-compete and trade secrets issues

In addition to private practice, Tahl has in-house experience as global employment counsel and a member of the HR leadership team for a global publicly traded company, where she advised on workplace issues spanning 40 countries. While resident in the company's Paris office, she provided site leadership for the French subsidiary and had responsibility for all aspects of human resources and employment issues, including works council consultation and negotiations.

Tahl majored in Chinese studies at Yale and was among the earliest Westerners to study in post-Mao China. She worked on China energy research as the recipient of a Congressionally-funded 3-year graduate degree fellowship at the East-West Center in Hawaii. In addition to China, she has also lived and worked in the U.K., Micronesia, Japan, and France.

Tahl's litigation practice has included non-competition and trade secrets litigation, high-stakes individual and large class action employment lawsuits, jury and bench trials, as well as, appellate argument to the Washington State and Ninth Circuit Courts of Appeals. She has been an arbitrator for the National Association of Securities Dealers (NASD), represented unionized employers in grievance arbitration, and represented parties in mediation.

Additionally, Tahl's trial experience includes serving *pro-bono* as co-counsel with the Office of Public Defense of King County, Washington, in felony criminal cases, including 3 strikes; co-counsel with Washington Protection and Advocacy Services in a class action case brought on behalf of patients at Western State Hospital seeking constitutional standards of care; and co-counsel with Northwest Immigrant Rights Project on multiple deportation cases.

She is a frequent speaker on global workplace topics, ethics and compliance, and data privacy.

Professional and Community Affiliations

- Member, Employment Lawyer's Association (ELA), United Kingdom
- Member, European Employment Lawyers Association (EELA)
- Member, International Bar Association
- Member, Labor and Employment Law and International Law Sections, American Bar Association
- Member, International Practice and Labor and Employment Law Sections, Washington State Bar Association
- Former Board Member, Washington State Hotel and Lodging Association
- Former Board Member, The Seattle Children's Museum

Recognition

- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2013-2021
- Named, Best Lawyers, *Women in the Law*, *Washington Labor and Employment*, 2016
- Named, Top Rated Lawyer® - International Law, *The American Lawyer & Martindale-Hubbell™*, 2013
- Named, Best Lawyers in Labor Law, *Seattle Business*, 2013
- Recipient, Pro Bono Public Service Commendation, *Washington State Bar Association*, 2007

- Named, Recognised Practitioner, *Chambers USA*, 2017-2018

Education

J.D., University of Washington School of Law, 1991

M.A./M.B.A., University of Hawaii, 1987

B.A., Yale University, 1982

Bar Admissions

Washington

United Kingdom (England and Wales)

Courts

U.S. Court of Appeals, 9th Circuit

Publications & Press

Nearing Brexit Milestone, COVID-19 Clouds UK Labor Picture

SHRM Online

November 6, 2020

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

Littler Press Release

August 20, 2020

The Other Ugly Virus of 2020: Anti-Asian Bias

Littler Podcast

April 15, 2020

UNITED KINGDOM: COVID-19 (Coronavirus) – Employer FAQs

Littler Insight

March 10, 2020

What Are Companies' Legal Obligations Around Coronavirus?

Harvard Business Review

March 4, 2020

Coronavirus (COVID-19) Guidance for Business Preparedness

Littler Insight

March 4, 2020

What UK Employers Should Know About the Wuhan Novel Coronavirus Outbreak

Littler ASAP

January 31, 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

Global Investigations: A Step-by-Step Process

Corporate Counsel

April 19, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

A Look at the #MeToo Movement's Impact in the US, Brazil and the UK

TLNT

August 8, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler Global Guide - United Kingdom - Q1 2017

Littler Global Guide Quarterly

March 31, 2017

New Mandatory Gender Pay Gap Disclosures Will Soon Take Effect for Large Employers in Great Britain

Littler Insight

March 13, 2017

UK: Court of Appeal Reconsiders Test to Determine "Worker" Status

Littler ASAP

February 24, 2017

Proposed French Law Would Impose New Due Diligence Obligations on Certain Employers and Their Supply Chains

Littler ASAP

December 12, 2016

Brexit: Some Potential Implications for Employers

Thomson Reuters Corporate Counsel Connect

September 1, 2016

The Best Lawyers in America® Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

What Brexit May Mean For U.S. Companies With Overseas Workers

TLNT

July 29, 2016

Brexit: Some Potential Implications For Employers

Littler Insight

July 14, 2016

Technology and the Workplace: Artificial Intelligence and Robots in the 21st Century Workplace

Employment & Industrial Relations Law

April 2016

What Does the European Court of Justice's Invalidation of the U.S.-EU Safe Harbor Framework Mean For U.S.-Based Multinational Employers?

Littler Insight

October 7, 2015

Littler Attorneys Recognized in the Best Lawyers in America® 2016 Edition

Littler Press Release

August 18, 2015

United Kingdom: New Law to Combat Supply Chain Slavery and Human Trafficking

Littler ASAP

July 14, 2015

Littler Attorneys Included in the Best Lawyers in America® 2015 Edition

Littler Press Release

August 18, 2014

Terminating Overseas Employees

Society for Human Resource Management (SHRM)

January 1, 2014

Global Investigations: A Six-Step Process

HR Magazine

November 1, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

Hiring and Firing Overseas? Know the Legal Risks

Society for Human Resource Management (SHRM)

December 10, 2012

A Roadmap to Effective and Lawful Global Investigations

Human Resources IQ

December 10, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

February 15, 2012

The United Kingdom's Agency Worker Regulations 2010: How Do They Affect You?

Littler Insight

October 7, 2011

Littler Bolsters Pacific Northwest Presence with a Group of Four New Attorneys

Littler Press Release

September 13, 2011

The Refugee Act of 1980: Suggested Reforms In the Overseas Refugee Program to Safeguard Humanitarian Concerns from Competing Interests

Washington Law Review

Speaking Engagements

The COVID-19 Vaccine – Legal and Practical Implications

January 20, 2021

The COVID-19 Vaccine – Legal and Practical Implications

January 13, 2021

Modern Workplaces and Employee Benefits: A Discussion of Fertility and Family-Planning Issues in the Workplace

November 24, 2020

COVID-19 – For Companies with Employees in China, Japan and South Korea

March 26, 2020

COVID-19: Common Employer Questions Asked and Answered!

March 13, 2020

Here, There and Everywhere: International Sexual Harassment Laws and the Evolving Impacts of #MeToo, #StandUp and Beyond

The 2019 Executive Employer® Conference, Phoenix, AZ

May 9, 2019

International #MeToo, #StandUp and Transformative Technologies in the Workplace

Seattle, WA

December 4, 2018

#MeToo, #StandUp and Transformative Technologies in the Workplace

San Francisco, CA

September 13, 2018

International Employment & Labor Law Roundtable

Los Angeles, CA

September 12, 2018

Second Annual Canada Conference

Toronto, ON

November 1, 2017

Managing Employees Across Borders; Managing Cultural Differences, Global Investigations and Compliance, Hiring & Terminations

May 31, 2017

Entering New Markets: Tips and Tricks of Global Expansion

May 11, 2017

Inaugural Europe Conference - Germany

Berlin

November 10, 2016

Inaugural U.K. Conference

November 8, 2016

The Art of Global Restructuring and Global Workforce Integration

May 5, 2016

Make, Break, or Fake it: Legalities of Conducting Business in India

December 2, 2015

How Technology is Affecting Employment Practices

Fourth Transatlantic Conference, Employment Lawyers Association and American Bar Association, London, England

September 28, 2015

Managing Across Borders

Seattle, WA

September 17, 2015

Diversity in the Workplaces

2015 Europe Annual Conference, Association of Corporate Counsel Europe (ACCE), Munich, Germany

June 1, 2015

Global Compliance & Cross-Border Investigations: Strategies for Enforcement and Risk Management

June 17, 2015

Building an Effective Legal Team

2014 Europe Annual Conference - Association of Corporate Counsel Europe (ACCE), London, England

May 18, 2014

How Technology is Changing the Law of the Workplace: New Platforms, New Applications, New Problems

Mid-Year Meeting, International, Labor & Employment Section - American Bar Association (ABA), Tel Aviv, Israel
May 7, 2014

Atypical Workers

Third Transatlantic Conference - Employment Lawyers Association and American Bar Association, London, England
October 7, 2013

International Investigations

College of Law - Université de Cergy-Pontoise, France
2012

International Investigations

Law School - Luiss-Guido Carli University, Rome, Italy
2012

Forging a Global HR Team to Align with a Global Business: Transparency and Integration

Littler Mendelson, Washington D.C.
November 9, 2012

Running with Scissors: What U.S. Employers Should Know Before Cutting Global Staff

Littler Mendelson, Washington D.C.
November 7, 2012

Investigating Employee Misconduct Across Borders, Issues and Practical Steps for the Multinational Lawyer

2012 Annual Conference - Association of Corporate Counsel, Orlando, FL
October 3, 2012

Global Trade Secret Protection and Drafting Global Policies

International Labor and Employment Law Committee, Section of Labor and Employment Law - American Bar Association,
Paris, France
May 13-17, 2012

Managing the Social Media Activity of A Multinational Workforce after the Global Privacy Juggernaut

Littler Mendelson, Scottsdale, AZ
May 10, 2012

Conducting Lawful Investigations: The First 72 Hours

Littler Mendelson, Scottsdale, AZ
May 9, 2012

Managing Across Borders

Global HR News Conference, Bellevue, WA
March 29, 2012

International Assignments: Avoiding the Legal, Financial and Safety Risks of Transferring Employees into Latin America

The Global Employer Latin America Conference - Littler Mendelson, Miami, FL
February 9, 2012

Investigating Employee Misconduct Across Borders

Global Employer Institute - Littler Mendelson, Washington D.C.
November 2, 2011

New Tools for Behaving Badly: How Social Media are Abused and How Cross-Border Employers can Respond, an Employment and High-Tech View

Fall Meeting, Section of International Law - American Bar Association, Dublin, Ireland
October 11, 2011

Equal Treatment for Men and Women, The Changing World of Work: Responding to the Challenge of the 21st Century from a Global and EU Perspective

International Bar Association, Brussels, Belgium
April 15, 2011

International Employment Law Issues for Expanding Global Companies

Worklaw Network, Honolulu, HI
2010

Labor and Employment Law Issues in International Transactions and Thereafter: A Guide for U.S. Lawyers

Webcast - American Bar Association
2010

Social Media in the Workplace

International Law Section - American Bar Association, Paris, France
2010

Global Employment Law Update

Littler Mendelson Conference
2008

Books & Book Chapters

- *Red versus Expert: Managerial Reform and Organizational Change in the Chinese State Industrial Enterprise*, University of Hawaii at Manoa, 1987