



## Tanja L. Thompson

Office Managing Shareholder  
Co-Chair, Traditional Labor Practice Group

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## Focus Areas

Labor Management Relations  
Hiring, Performance Management and Termination  
Training - Compliance, Ethics, Leadership  
Policies, Procedures and Handbooks

## Overview

Tanja dedicates her practice to representing companies in the area of traditional labor law. Companies across the country and across many industries, including technology, transportation, healthcare, cannabis, manufacturing, services, refining, insurance, staffing, and others, seek Tanja's skill both in remaining union-free and in negotiating labor agreements and managing union-represented workplaces. Employers look to her for fresh thinking and creative approaches to business-critical decisions affected by organized labor.

A tireless advocate for her clients, Tanja's union-free efforts include representing clients in traditional and corporate campaigns, comprehensive union vulnerability assessments, detailed communication strategies, as well as developing and conducting engaging union avoidance and positive employee engagement training.

For unionized clients, Tanja is a savvy negotiator who takes a proactive, business-centric approach in representing clients' interests at the bargaining table – thereby fostering stronger labor relations and more productive and engaged workplaces following bargaining. Represented clients also seek her counsel in labor arbitrations, NLRB litigation, and in developing training and communication programs to ensure effective management under collective bargaining agreements.

Among her noteworthy client representations are these:

- Successful representation of clients in elections in various industries during the COVID pandemic, to include both on-site and mail ballot elections in various industries.
- Lead counsel in a comprehensive, multiple-phase campaign on behalf of management during an organizing effort at an auto-assembly plant in Mississippi in a nearly 3,600 person voting unit, with voters rejecting the union by almost a 2 to 1 margin and a 97 percent voter turnout.
- Representation of a major appliance manufacturer in a union-organizing drive of nearly 800 workers that resulted in a favorable outcome for the client with a petition filed in the first week of the ambush election rules.
- Management of strategy and communications for two successful decertification elections that ousted long-entrenched bargaining units in Pennsylvania.
- Litigation of a jurisdictional dispute before the NLRB involving a union-organizing effort on behalf of transportation workers. Persuaded by an RLA jurisdictional argument, the NLRB dismissed the union's election petition.
- Active participation in two-plus year corporate campaign on behalf of a national trucking company. Responsible for reviewing all internal and external company communication for legal compliance and responsive campaign impact, providing strategic campaign support and oversight, and handling numerous unfair labor practice charges.
- Successful negotiation of a first-time contract for a large medical cannabis company in New York recognized through a Labor Peace Agreement.
- Successful negotiation to exit a failing multiple-employer union pension fund.

Tanja is a member of the firm's Board of Directors, is a co-chair of Littler's Traditional Labor Practice Group, and is also a frequent speaker nationally on labor law and union-related issues.

## Professional and Community Affiliations

- Council Member, Labor and Employment Law Section, American Bar Association, 2016-present
- Former Employer Vice-Chair, Budget and Finance Committee, Labor and Employment Law Section, American Bar Association
- Former Co-Chair, Committee on Development of the Law Under the NLRA, Labor and Employment Law Section, American Bar Association
- Member, Labor and Employment Law Section, Memphis Bar Association
- Former President, Alumni Chapter, University of Memphis Law School
- Former Barrister, Leo Bearman, Sr. American Inn of Court
- Member, Labor Lawyers Advisory Council, National CUE Association
- Former Chair and Current Member, Labor Relations Advisory Committee

## Recognition

- Named, The Best Lawyers in America®, 2016-2022
- Named, Lawyer of the Year, Memphis, *The Best Lawyers in America*®, 2020
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2016-2020
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016
- Named, Best of the Bar, *Memphis Business Journal*, 2016
- Named, Top 100 Labor Attorneys in America, *Labor Relations Institute*, 2007-2009
- Named, Super Lawyer 2015-2017; Rising Star 2009-2010, *Super Lawyers*

## Education

J.D., University of Memphis Cecil C. Humphreys School of Law, 1997

B.A., Rhodes College, 1993

## Bar Admissions

Tennessee

## Courts

U.S. Court of Appeals, 3rd Circuit

U.S. Court of Appeals, 6th Circuit

U.S. Court of Appeals, 7th Circuit

U.S. Court of Appeals, District of Columbia

U.S. District Court, Western District of Tennessee

## Publications & Press

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

*Littler Press Release*

August 19, 2021

### **How Proposed Ill. Amendment Would Change Union Rights**

*Law360*

June 21, 2021

### **Littler Ranked in Chambers USA Guide 2021**

*Littler Press Release*

May 27, 2021

### **Minority Unions – A Major Concern for Employers in 2021 and Beyond?**

*Littler Insight*

January 11, 2021

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

*Littler Press Release*

August 20, 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

**Littler Ranked in 2019 Chambers USA Guide**

*Littler Press Release*

April 25, 2019

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

*Littler Press Release*

August 15, 2018

**College of Labor and Employment Lawyers Elects Three Littler Attorneys as Fellows**

*Littler Press Release*

June 22, 2018

**The Developing Labor Law, Co-Editor-in-Chief**

*Bloomberg BNA*

2016-2018

**Littler Ranked in 2018 Chambers USA Guide**

*Littler Press Release*

May 15, 2018

**Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

**Littler Elects Three New Members to Board of Directors**

*Littler Press Release*

February 2, 2018

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

*Littler Press Release*

August 17, 2017

**Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide**

*Littler Press Release*

May 26, 2017

**7 Obama-Era NLRB Rulings Trump's Board May Strike Down**

*Law360*

March 30, 2017

**MBJ 2017 Predictions: Legal**

*Memphis Business Journal*

January 9, 2017

**Big Law Rules Employer Defense Business in Labor Board Cases**

*Bloomberg BNA Daily Labor Report*

December 7, 2016

**Tanja L. Thompson Appointed to the American Bar Association's Section of Labor and Employment Law Council**

*Littler Press Release*

September 29, 2016

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

*Littler Press Release*

August 16, 2016

**Littler Ranks in The Legal 500 United States Guide**

*Littler Press Release*

June 20, 2016

**Chambers USA Recognizes Littler and Attorneys in 2016 Guide**

*Littler Press Release*

May 27, 2016

**Rhodes Grad Goes From Odd Jobs to Employment Law**

*Memphis Business Journal*

January 1, 2016

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

*Littler Press Release*

August 18, 2015

**Bill Would Do More Than Upend ‘Ambush’ Election Rule**

*Society for Human Resources Management (SHRM)*

August 14, 2015

**Get Ready for Quickie NLRB Elections**

*Human Resource Executive Online*

July 29, 2015

**Efforts to Stop the NLRB’s Ambush Election Rules May Not Succeed – Is Your Company Ready?**

*HR Professionals Magazine*

March 1, 2015

**NLRB Alters Landscape for Employee Use of Company Email and Related Company Policies and Practices**

*HR Professionals Magazine*

February 1, 2015

**Littler’s Tanja L. Thompson Named Office Managing Shareholder of the Memphis Office**

*Littler Press Release*

January 5, 2015

**Supreme Court Holds NLRB Recess Appointments Invalid**

*HR Professionals Magazine*

August 2014

**Littler Names Tanja L. Thompson Co-Chair of Traditional Labor Law Practice**

*Littler Press Release*

July 29, 2014

**Has Specialty Healthcare Changed the Landscape in Organizing and Representation Proceedings?**

*Journal of Labor & Employment Law*

Spring 2014

**Maintaining the Confidentiality of Workplace Investigations Just Got More Complicated**

*HR Professionals Magazine*

October 2013

**NLRB Recess Appointments Held Not Valid**

*HR Professionals Magazine*

March 1, 2013

**Contrary to Union's Argument, NLRB Finds Jurisdiction Over Nonprofit Corporation Operating Charter School in Chicago**

*Littler Insight*

December 31, 2012

**Can the NLRB Prohibit Confidentiality of Workplace Investigations?**

*HR Professionals Magazine*

October 2012

**Warning for Non-Union Employers – The NLRB is Watching You**

*HR Professionals of Greater Memphis*

September 1, 2012

**New NLRB Election Rules are Short Lived**

*HR Professionals of Greater Memphis*

June 2012

**Proposed NLRB Election Rules**

*HR Professionals of Greater Memphis*

September 2011

**Toering Electric Co: NLRB Limits Job Protection for Job Applicants to Those with Genuine Interest in an Employment Relationship**

*Section of Labor and Employment Law*

2007

**Weapons in the Workplace: The Effect of Tennessee's Concealed Weapons Statute on Employer Liability**

*28 University of Memphis Law Review 281*

1997

## **Speaking Engagements**

**Minority Unions - New and Renewed Alternative Organizing Tactics**

March 17, 2021

**A Labor of Love: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Memphis, TN

February 11, 2021

**NLRB Case Law Update**

Labor Relations Advisory Committee 2020 Meeting, Virtual Program

December 11, 2020

**NLRB Update for Union-Free Employers in the Wake of COVID**

Tennessee Bankers Association, Virtual Program  
September 2020

**Labor Relations in a COVID-19 World**

Littler Executive Employer, Virtual Program  
May 2020

**Labor Law Update**

Spring 2020 CUE Conference, Virtual Program  
April 2020

**Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Memphis, TN  
February 11, 2020

**Current Developments at the NLRB**

Memphis Bar Association, Labor and Employment Law Section Annual Conference  
December 13, 2019

**A Conversation with John Ring, Chair, National Labor Relations Board**

Littler Executive Employer, Phoenix, AZ  
May 2019

**The NLRB – Obligations and Compliance**

National Business Institute  
May 2019

**Labor Law on the Horizon**

CUE Spring 2019 Meeting, Atlanta, GA  
April 16, 2019

**It's a Labor of Love | Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Memphis, TN  
February 21, 2019

**NLRB Case Law Update**

Labor Relations Advisory Committee 2018 Fall Meeting, San Francisco, CA  
October 20, 2018



**Update on the NLRB's Changing Views on Handbook Policies and Other NLRB Developments Under the Trump Administration**

Memphis, TN

September 20, 2018

**A Study of Today's Union Organizing Campaigns and Effective Employer Responses**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**NLRB Case Law Update**

Labor Relations Advisory Committee 2018 Spring Meeting, Washington, DC

April 16, 2018

**A Conversation with Peter Robb, General Counsel, National Labor Relations Board**

Spring 2018 CUE Conference, Tampa, FL

April 16, 2018

**NLRB Update**

SHRM Legal Conference, Memphis, TN

March 20, 2018

**It's a Labor of Love: Littler Lawyers Answer Your Most Burning Labor & Employment Questions**

Memphis, TN

February 8, 2018

**Littler Memphis Office Briefing**

February 2018

**NLRB Case Law Update**

Labor Relations Advisory Committee 2017 Fall Meeting, San Francisco, CA

October 20, 2017

**A Conversation with Phil Miscimarra, Acting Chair, National Labor Relations Board**

Littler Executive Employer, Phoenix, AZ

May 10, 2017

**Littler Memphis Office Briefing**

February 2017

**The Election Is Over: What's Next**

Memphis, TN  
December 1, 2016

**Top 10 Labor Law Issues to Watch**

CUE Fall 2016 Meeting, Dallas, TX  
October 17, 2016

**You Just Won the Election ... Now What??**

CUE Spring 2016 Meeting, Orlando, FL  
May 16, 2016

**The NLRB's Ambush Election Rules, One Year Later**

Association of Corporate Counsel, Memphis, TN  
May 10, 2016

**The NLRB's Ambush Election Rule: One Year Later**

Littler Executive Employer, Phoenix, AZ  
May 5, 2016

**A Conversation with the NLRB Associate Counsel, Division of Advice**

Memphis Bar Association Labor & Employment Section Annual Seminar, Memphis, TN  
December 4, 2015

**Don't Just Tell Me The Law, Tell Me What To Do!**

CUE Fall 2015 Conference, Denver, CO  
October 2015

**Getting You Ready for Today's NLRB Ambush Elections**

Texas Labor & Employee Relations Consortium, Houston, TX  
September 3, 2015

**2015 Southeast Employer Conference**

Atlanta, GA  
August 20, 2015

**The NLRB's New Election Rules – Are You Prepared?**

Littler Mendelson, Phoenix, AZ  
May 7, 2015

**"Ambush" Elections Have Arrived: Are You Ready?**

April 10, 2015

**Labor Update - Littler Webinar**

April 8, 2015

**"Ambush" Elections Have Arrived: Are You Ready?**

Memphis, TN

April 7, 2015

**"Ambush" Elections Have Arrived: Are You Ready?**

December 17, 2014

**A Conversation with the NLRB General Counsel**

Annual CLE - Memphis Bar Association, Memphis, TN

December 5, 2014

**Protected and Concerted Activity in the Digital Age**

Annual CLE, Labor and Employment Law Section - American Bar Association, Los Angeles, CA

November 8, 2014

**Insubordination, Defamation, Individual Gripe, or Today's Protected, Concerted Activity?**

CUE Conference, Atlanta, GA

October 7, 2014

**NLRB Trends & Perspectives**

Women, Influence & Power in Law, Washington, DC

September 19, 2014

**Is it Insubordination, Defamation, an Individual Gripe, or is it Today's Protected, Concerted Activity in the Workplace – Do You and Your Supervisors Know the Difference?**

Memphis, TN

August 12, 2014

**Protecting Your Company's Property Rights in Today's Labor Environment**

Littler Mendelson, Phoenix, AZ

May 9, 2014

**How to Talk to Your Employees About Unions**

CUE Conference, Las Vegas, NV

April 28, 2014

**The Obama NLRB and Employee Access to Company Property – Are You Prepared?**

Memphis, TN

December 12, 2013

**National Labor Relations Board Update: What's On the NLRB's Agenda in 2014**

Labor and Employment Law Section - American Bar Association Webinar

December 11, 2013

**Has Specialty Healthcare Changed the Landscape in Organizing and Representation Proceedings?**

7th Annual Conference, Labor and Employment Law Section - American Bar Association, New Orleans, LA

November 7, 2013

**The Toxic Employee**

Lunch in the Know -The Greater Memphis Chamber

October 22, 2013

**Employee Access to the Employer's Property**

CUE Conference, Nashville, TN

October 1, 2013

**Labor Crisis—The NLRB Targets Nonunion and Union Employers, Significantly Expanding Its Reach During a Tumultuous Time**

Littler Mendelson, Scottsdale, AZ

May 9, 2013

**The ADA in Real Life**

Memphis, TN

March 21, 2013

**NLRB Rulings: Think They Don't Impact Non-Union Employers? Think Again**

American Bar Association Webinar

November 28, 2012

**The Toxic Employee**

Memphis Restaurant Association

November 7, 2012

**Ask the Experts**

CUE Conference, San Antonio, TX

October 28, 2012

**Mentoring for Lawyers**

The Leo Bearman, Sr. American Inn of Court, Memphis, TN  
October 9, 2012

**Is Your Handbook Legal? – Handbook Scrutiny by Today’s NLRB**

Lunch Byte – Littler Mendelson, Memphis, TN  
July 19, 2012

**Employers and Employees on the Web – Have We All Gone Too Far?**

Memphis Better Business Bureau  
July 10, 2012

**Trying an NLRB Case - Pre-Trial Process, Procedure, and Insights**

Annual CLE, Labor and Employment Law Section - American Bar Association, Seattle, WA  
November 4, 2011

**The Times They Are a Changing: Recent Developments in Labor and Employment Law**

Annual CLE, Memphis Bar Association, Destin, FL  
May 2011

**Full Speed Ahead: A Review of Recent NLRB Decisions and Regulatory Actions**

Labor and Employment Law Section - American Bar Association Webinar  
March 16, 2011

**Labor and Employment Law Update: Perceptions and Predictions**

Annual CLE, Memphis Bar Association, Destin, FL  
April 28, 2010

**As the Pendulum Swings: The Role of Precedent in National Labor Relations Board Decisions**

Annual CLE, Labor and Employment Law Section - American Bar Association, Washington, D.C.  
November 6, 2009

**Labor Law for Employment Lawyers**

Annual CLE, Labor and Employment Law Section - Memphis Bar Association, Memphis, TN  
December 2008

**Mock NLRB Representation Case Hearing**

Annual CLE, Labor and Employment Law Section - American Bar Association, Denver, CO  
November 2008

**Update on the NLRB's September 2007 Decisions**

DLL Midwinter Meeting, Labor and Employment Law Section - American Bar Association  
February 2008

**September Steamroll or Standard Operating Procedure?**

Labor and Employment Law Section - American Bar Association Webinar  
2008

**Leadership Positions in the Law**

Professional Women's Business Group, Jackson, MS  
2006

**An Exercise in Discretion - An Newly Organized or Successor Employer's Duty to Bargain About Implementing Decisions**

DLL Midwinter Meeting, Labor and Employment Law Section - American Bar Association  
February 2004

**Books & Book Chapters**

- *The Developing Labor Law, Bloomberg BNA, associate editor, 2011-2020*
- *The Developing Labor Law, Bloomberg BNA, co-editor-in-chief, 2014*
- *Guide to Workplace Law, Random House, 2nd Ed., American Bar Association, associate editor, 2006*