



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 co-chair of Littler's Traditional Labor Practice Group, and previously was a member of the firm's Board of Directors. She is 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

Littler Ranked in Chambers USA Guide 2022

Littler Press Release

June 1, 2022

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

Littler Press Release

August 19, 2021

How Proposed III. 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

The NLRB Today: A Conversation with NLRB General Counsel Jennifer Abruzzo

Littler Executive Employer Conference

May 5, 2022

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

February 10, 2022

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*