



Kelcy L. Palmer

Shareholder

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Practice Areas

Government Contracting
Discrimination and Harassment
Business Restructuring and M&A
Wage and Hour

Overview

Kelcy L. Palmer is board certified in labor and employment law by the Texas Board of Legal Specialization. She advises and represents employers, including federal contractors, in a broad range of employment matters arising under federal and state laws and before state and federal courts, the Equal Employment Opportunity Commission (EEOC), the Office of Federal Contractor Compliance (OFCCP), and in arbitration. She defends and counsels clients on issues related to:

- Discrimination on the basis of race, national origin, religion, sex, age, veteran status, genetic information, or disability
- Retaliation and interference with rights under the Family and Medical Leave Act (FMLA)
- Overtime compensation under the Fair Labor Standards Act (FLSA) and matters related to independent contractors
- Federal contractor compliance with Executive Order 11246, Section 503, and Vietnam Era Veterans Readjustment Assistance Act (VEVRAA) rules and regulations
- Older Worker Benefits Protection Act compliance in reductions-in-force
- Drafting employee handbooks, policies and agreements, and severance agreements

While in law school, Kelcy interned with the Hon. Lynn N. Hughes in the U.S. District Court, Southern District of Texas.

Professional and Community Affiliations

- Member, Labor and Employment Section, Houston Bar Association
- Member, Hollins Houston Alumnae Chapter

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025

Education

J.D., University of Houston Law Center, 2013

B.A., Hollins University, 2010, *summa cum laude*

Bar Admissions

Texas

Courts

U.S. Court of Appeals, 5th Circuit

U.S. District Court, Southern District of Texas

U.S. District Court, Northern District of Texas

U.S. District Court, Eastern District of Texas

U.S. District Court, Western District of Texas

Publications & Press

EEOC Requests OMB Approval for 2024 EEO-1 Reporting Cycle and Updates to Form 462

Littler ASAP

April 24, 2025

Federal District Court Temporarily Enjoins DEI Certification Provision for DOL Grant Recipients

Littler ASAP

March 28, 2025

New OFCCP Director Appointed

Littler ASAP

March 25, 2025

The First 100 Days: Executive Orders Impacting Government Contractors

Littler Podcast

February 20, 2025

GSA Announces FAR Deviations Consistent with the Revocation of Executive Order 11246

Littler ASAP

February 19, 2025

OFCCP Identifies 2,000 Compliance Evaluations for Supply & Service Contractors and Subcontractors

Littler ASAP

November 21, 2024

New OFCCP Construction Scheduling Letter and Itemized Listing

Littler ASAP

October 4, 2024

OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors

Littler ASAP

June 7, 2024

2024 OFCCP Certification Cycle Announced

Littler ASAP

March 26, 2024

WPI Labor Day Report 2023

Littler Report

September 5, 2023

Littler's Workplace Policy Institute Releases 2023 Labor Day Report

Press Release

September 5, 2023

OFCCP Identifies 250 Federal and Federally Assisted Construction Contractors for Compliance Reviews

Littler ASAP

June 6, 2023

OFCCP Announces a New Certification Cycle

Littler ASAP

March 24, 2023

Supreme Court Holds Day Rate Pay Cannot Satisfy the Salary Basis Test

Littler ASAP

February 23, 2023

OFCCP Identifies 500 Compliance Evaluations for Supply & Service Contractors

Littler ASAP

January 23, 2023

OFCCP Identifies 400 Supply & Service Contractor Establishments to be Audited Beginning in June

Littler ASAP

May 31, 2022

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

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

Press Release

August 19, 2021

OFCCP Issues Final Rule on TRICARE Participation and Covered Health Care Providers

Littler ASAP

July 6, 2020

Events & Speaking Engagements

2025 Love Your Lawyer

Houston, TX

February 13, 2025

2024 Houston Regional Employer Conference

Houston, TX

September 26, 2024

Release Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

September 24, 2024

Release Challenges Through the LoD Lens – Compliant Solutions for the Questions You Have Today

Webinar

September 24, 2024

From Michael Scott to Bill Lumbergh: Legal Strategies for When a Manager Goes Rogue

July 23, 2024

Strategies for Separating Employees: Tackling Release Agreements, Restrictive Covenants and Trade Secret Protection in a Time of Legal Change

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

Federal Contractor Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

Love Your Lawyer

Houston, TX

February 13, 2024

2023 Houston Regional Employer Conference

Houston, TX

October 18, 2023

2023 Love Your Lawyer

Houston, TX

February 14, 2023

Federal Contractor Roundtable

Littler Executive Employer Conference

May 4, 2022

OFCCP's New Registration and Certification Requirements

February 15, 2022

2021 Houston Employer Conference

Houston, TX

October 26, 2021

Government Contractor Update-An Energized OFCCP Changes Compliance Req. & Enforcement Standards

December 4, 2018

Three Challenging Evidentiary Issues in Employment Law

29th Annual State Bar of Texas Labor and Employment Law Institute

August 24, 2018