Kellie A. Tabor

Office Managing Shareholder

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Practice Areas

Discrimination and Harassment
Unfair Competition and Trade Secrets
Leave and Accommodation
Handbooks and Policies
HR Advice and Counsel

Overview

A seasoned and trusted advisor and litigator from the Midwest, to the Pacific Northwest, to the Southeast, Kellie A. Tabor helps her clients develop practical strategies for employment law compliance, including multistate leave and paid sick compliance, consulting on complicated leave, accommodation, and performance management issues, and planning for reductions in force. Kellie also assists clients in protecting their confidential information and trade secrets by developing comprehensive restrictive covenants and assessing concerning employee departures.

On the litigation side, Kellie focuses her practice on defending employers in employee-initiated lawsuits, handling single and multiplaintiff harassment, discrimination, retaliation, leave, and contract claims, among others. Kellie also regularly represents clients in enforcing noncompetes and other restrictive covenants, including obtaining temporary restraining orders and preliminary and permanent injunctions.

Kellie practiced in Littler's Kansas City and Seattle offices before joining Littler's Charlotte office in 2020. She maintains an active practice in all three locations, and regularly advises Washington clients on Washington paid sick, paid family and medical leave, and other leave and accommodation issues. Kellie is licensed to practice in North Carolina, Washington, and Missouri.

She frequently represents clients in the following industries:

- Tech and Startups
- Retail

- Financial Services/Banking
- Manufacturing
- Real Estate
- Construction
- Restaurants and Hospitality

Recognition

- Named, The Best Lawyers in America®, 2021-2027
- Named, Rising Star, North Carolina, *Super Lawyers*, 2022
- Named, Rising Star, Washington, *Super Lawyers*, 2014-2021
- Named, Rising Star, Kansas and Missouri, *Super Lawyers*, 2012
- Named, Pro Bono Services' Volunteer of the Month , *King County Bar Association*, February 2016

Education

J.D., University of Iowa College of Law, 2007, *With Distinction*
B.A., University of Nebraska, 2004

Bar Admissions

North Carolina
Washington
Missouri

Courts

U.S. Court of Appeals, 9th Circuit
U.S. District Court, Western District of North Carolina
U.S. District Court, Middle District of North Carolina
U.S. District Court, Eastern District of North Carolina
U.S. District Court, Western District of Washington
U.S. District Court, Eastern District of Washington
U.S. District Court, Western District of Missouri

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2025
Littler Report
June 5, 2026

Annual Report on EEOC Developments – Fiscal Year 2024
Littler Report
April 28, 2025

Annual Report on EEOC Developments – Fiscal Year 2023
Littler Report
May 6, 2024

Washington State Legislative Updates
Littler ASAP
March 27, 2024

Annual Report on EEOC Developments – Fiscal Year 2022
Littler Report
April 25, 2023

Annual Report on EEOC Developments – Fiscal Year 2021
Littler Report
April 26, 2022

New Laws Postpone Washington Cares Act Employee Premiums to July 1, 2023, and Require Employers to Refund any Premiums Already Collected
Littler ASAP
February 1, 2022

Washington Employers May Consider Delaying January 2022 Start Date for Collecting "Washington Cares Act" Premiums from Employees
Littler ASAP
December 20, 2021

Top W&H Developments For Women In The Workforce In 2021
Law360 Employment Authority
December 15, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers
Press Release
August 19, 2021

Washington State LTC Program Requires Employers to Collect Premiums
SHRM Online
July 20, 2021

Employers Must Collect Employee Premiums under the New "Washington Cares" Program Starting 1/1/2022; Employee Window to Obtain Alternate Coverage Closes on 11/1/2021
Littler ASAP
July 9, 2021

Annual Report on EEOC Developments – Fiscal Year 2020
Littler Report
March 1, 2021

Expiration of State Preemption of Anti-Discrimination Ordinances Prompts North Carolina Counties and Cities to Enhance Protections at the Local Level
Littler ASAP
January 25, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers
Press Release
August 20, 2020

Annual Report on EEOC Developments – Fiscal Year 2019
Littler Report
March 5, 2020

Washington State Buttons Up Two New Laws Addressing Worker Harassment and Assault in Hospitality and Adult Entertainment Industries
Littler ASAP
May 31, 2019

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

Change Makers: Gender Equity in the Workplace Is Possible. Here's How
Seattle Business Magazine
April 24, 2018

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

Washington's New Healthy Starts Act Requires Employers to Provide Reasonable Accommodations to Pregnant Workers Absent the Showing of a Disability
Littler ASAP

August 29, 2017

Guidance, Support, Networking: Keys to a Firm's Diversity Efforts
NW Lawyer
July 1, 2017

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

Littler Elevates 24 Attorneys
Press Release
January 3, 2017

Pro Bono Volunteer of the Month
King County Bar Bulletin
February 1, 2016

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

Annual Report on EEOC Developments - Fiscal Year 2014
Littler Report
January 5, 2015

Washington Supreme Court Decision May Spur Joint Employer Class Actions
Littler ASAP
September 5, 2014

Annual Report on EEOC Developments - Fiscal Year 2013
Littler Report
January 22, 2014

$15.00 Minimum Wage and Mandatory Paid Sick and Safe Leave for Transportation and Hospitality Workers Take Effect in City of SeaTac
Littler ASAP
January 10, 2014

Annual Report on EEOC Developments – Fiscal Year 2012
Littler Report
January 8, 2013

Events & Speaking Engagements

2026 Carolinas Regional Employer Conference
Charlotte, NC
September 17, 2026

2025 Carolinas Regional Employer Conference
Charlotte, NC
September 18, 2025

2024 Carolinas Regional Employer Conference
Charlotte, NC
September 12, 2024

2023 Carolinas Regional Employer Conference
Charlotte, NC
September 14, 2023

2022 Carolinas Regional Employer Conference
Charlotte, NC
September 8, 2022

Turning the "Great Resignation" into the "Great Retention"
Charlotte Area SHRM Conference & Expo, Charlotte, NC
May 18, 2022

Feeling Lucky? Ask Us Your Labor and Employment Related Questions
March 17, 2022

When Every Day is "Blursday" – Wage and Hour Compliance for a Remote Workforce
Association of Corporate Counsel – Charlotte Chapter
October 26, 2021

Panel Discussion: Returning to Work in the Carolinas
Charlotte, NC
July 13, 2021

Washington Paid Family and Medical Leave 201: Lessons Learned and Frequently Asked Questions
Seattle, WA
March 30, 2021

The Biden Administration: New and Anticipated Policy Changes and What They Mean for Employers
March 24, 2021

Sticky Situations: Handling Sensitive Employment Challenges in a Pandemic
Charlotte Area SHRM Legal Update, Charlotte, NC
March 8, 2021

COVID-19's Litigation Aftermath: Preparing for the Coming Wave of Legal Claims in North Carolina and South Carolina
September 30, 2020

Diversity at Work: Fortifying Your Inclusion Efforts in the Current Climate
Association of Corporate Counsel - Charlotte Chapter, Charlotte, NC
June 25, 2020

Drafters' Lab: Reviewing Fundamental Provisions in Settlement Agreements
16th Annual WSBA Labor and Employment Conference
November 14, 2019

2019 Legal Update
Seattle SHRM
May 16, 2019

A Legal Update: 2017 & 2018 Year to Date
Seattle SHRM
April 19, 2018

Hot Topics in Employment Law: Employment Law Developments from the U.S. Supreme Court, Washington Courts & Idaho Courts
Inland Northwest Society for Human Resource Management 2017 Annual Legal Update
September 12, 2017

The Good, The Bad, and The Ugly: A Legal Update
2017 Washington State Employment Law & HR Conference - Washington State SHRM
March 31, 2017

Employment Law Update with a Side of BYOD
Seattle SHRM, Seattle, WA
May 19, 2016

Background on Background Checks
Seattle, WA
April 28, 2016

Risk Management for Employee Separations
2016 Washington State Employment Law & HR Conference - Washington State Human Resources Council, Bellevue, WA
March 18, 2016

HR Legal Yearbook: New Faces and Old Friends
Seattle SHRM, Seattle, WA
May 21, 2015

Responding to Legal Sea Changes with Agility
2015 Symposium - Lake Washington Human Resource Association, Bellevue, WA
February 10, 2015

Social Media's Impact on the Employment Relationship
Seattle, WA
March 27, 2014

The Employee From Hell
Kansas City, MO
October 9, 2012

Fair Labor Standards Act Basics
Continuing Legal Education Seminar - Kansas Bar Association

Fair Labor Standards Act Hot Topics
Continuing Legal Education Seminar - Kansas Bar Association

Employee Handbooks: How They Help and Hurt Employers
United Benefit Advisors Webinar

Form I-9 Nuts and Bolts
American Payroll Association, Kansas City Chapter

Compensation Practices: Hot Topics and Emerging Trends
Kansas City Compensation and Benefits Association