



Kyllan B. Kershaw

Shareholder

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Practice Areas

Labor Management Relations
Transportation
Retail

Overview

Kyllan B. Kershaw provides clients—particularly in the airline and transportation industries—with strategic solutions to complex labor relations challenges, including collective bargaining under the Railway Labor Act, labor arbitrations, labor related litigation, mergers and acquisitions, workforce reductions, startups, and other business restructuring matters.

Kyllan delivers favorable outcomes for employers in collective bargaining negotiations, election campaigns, labor arbitrations, and labor related litigation before the National Labor Relations Board and under the Railway Labor Act. She is a skilled negotiator with particular experience handling Section 6 negotiations, defending carriers in RLA based litigation and arbitrations, and representing airlines in connection with bankruptcies and other restructuring initiatives. She also has deep experience negotiating exits from costly union pension and healthcare plans and negotiating first contracts for large employers with multifacility bargaining units.

A proactive labor relations counselor, Kyllan helps clients identify and mitigate risk before issues escalate. Her work includes conducting union vulnerability assessments and workplace investigations; delivering positive employee relations training; and advising on strikes and lockouts, card check and neutrality agreements, corporate and traditional organizing campaigns, withdrawal liability, and employee benefits matters. She represents employers across a range of industries, including transportation, retail, and entertainment, with a significant concentration in airline labor relations.

As a thought leader on workforce change, Kyllan frequently speaks on automation, ecommerce, generational workforce shifts, advances in employee communication and social media, and strategies for leveling the communication playing field between unions and employers, particularly when engaging younger and more diverse workforces.

Outside her legal practice, Kyllan serves on the advisory board of the Atlanta Humane Society, having previously served on its Board of Directors and as chair of the Governance Committee. She is also a member of the host committee for Children's Healthcare of Atlanta's annual Monster Mash fundraiser benefiting the Marcus Autism Center.

Professional and Community Affiliations

- Member, State Bar of Georgia
- Board of Directors and Chair, Governance Committee, Atlanta Humane Society, 2018-2021
- Member, Host Committee, Marcus Autism Center Annual Fundraiser

Recognition

- Named, Recommended Attorney, *The Legal 500*, 2019-2021
- Named, Rising Star, *Super Lawyers*, 2018-2019
- Recipient, Sonya Yarbrough Gee Memorial Scholarship

Education

J.D., University of Georgia School of Law, 2009, *cum laude*

B.A., University of Georgia, 2006, *magna cum laude*

Bar Admissions

Georgia

Courts

U.S. District Court, Northern District of Georgia

U.S. District Court, Middle District of Georgia

Publications & Press

NLRB General Counsel Offers Some Clarity on Responding to Union Organizing Demands for Bargaining

Littler ASAP

November 13, 2023

NLRB Expands Section 7 Protections to Include Advocacy for Non-Employees and Beyond

Littler ASAP

September 8, 2023

Littler Welcomes Back Kyllan Kershaw as a Shareholder in Atlanta

Press Release

October 31, 2022

Board Extends Micro-Unit Union Organizing One Step Further

Littler ASAP

September 9, 2015

The New Normal: Employee's Profane, Insubordinate Outburst Is Protected Activity According to the NLRB

Littler ASAP

June 19, 2014

Board Strikes Down Non-Solicitation Policy and Finds that Employee Instant Messages About Job Security Are Protected Activity

Littler ASAP

June 18, 2014

Board Upholds Firing of Employee for Violating Overbroad and Unlawful Confidentiality Rule

Littler ASAP

June 18, 2014

The NLRB's 2014 Initiatives

Littler ASAP

April 22, 2014

Labor Board Likely Emboldened Following Sixth Circuit Decision Paving the Way for Micro-Units

Littler ASAP

August 22, 2013

FORC Alert

FORC Journal

April 2010

New Life Settlement Legislation in California and New York

TTIPS Newsletter

March 2010

Events & Speaking Engagements

Navigating Change in the New Administration: Insights for In-House Counsel and HR Professionals

Atlanta, GA

March 27, 2025

Labor Law for Employers: What Every Business Needs to Know

June 26, 2024

Labor Law for Employment Lawyers: What Every Business Needs to Know

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

Transportation Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Reading the Tea Leaves: The Implications of the Supreme Court's Janus Decision

ABA Midwinter Meeting of the Committee on the Development of the Law under the NLRA, Santa Monica, CA

February 27, 2019

The Joint Employer Standard after Browning Ferris

American Bar Association 12th Annual Labor and Employment Law Section Conference

November 10, 2018

Development of the Law under the NLRA Midwinter Meeting

American Bar Association Committee

February 22, 2016

The 2014 Atlanta Employer Conference

Atlanta, GA

October 9, 2014

The NLRA's (Surprising) Relevance to All Union-Free Employers: Hidden Liabilities, Expanding Employee Rights, Policy Limits and Case-Handling Challenges

Littler Mendelson, Atlanta, GA

October 9, 2014