

## Tahl Tyson

Shareholder

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## Practice Areas

International Employment Law  
HR Advice and Counsel  
Unfair Competition and Trade Secrets  
AI and Technology  
Business Restructuring and M&A  
Inclusion, Equity and Diversity

## Overview

Tahl Tyson is an experienced international employment lawyer, admitted to practice as a solicitor in England and Wales and in the United States.

Tahl provides pragmatic advice to multinational clients based on her practical experience with a wide variety of international and cross-border matters. Examples include:

- UK employment law advice
- Multijurisdictional legal compliance for APAC and EMEA
- UK policies and handbooks, and employment contracts
- New market expansions
- Employment law aspects of restructurings, mergers and acquisitions, out-sourcing and in-sourcing, and redundancies (including situations implicating Acquired Rights Directive and TUPE)
- Contingent worker programs and local compliance
- Cross-border mobility
- UK and international restrictive covenants issues

In addition to private practice, Tahl has in-house experience as head of global employment law and a member of the HR leadership team for a global publicly traded company, where she advised on workplace issues for all Group companies spanning 40 countries. While resident in the company's Paris office, she provided site leadership for the French company and had responsibility for all aspects of human resources and employment issues, including works council consultation and negotiations.

Tahl majored in Chinese studies at Yale and was among the earliest Westerners to study in post-Mao China. She worked on China energy research as the recipient of a Congressionally-funded 3-year graduate degree fellowship at the East-West Center in Hawaii. In addition to the UK and China, Tahl has also lived and worked in Hong Kong, Japan, and France.

Tahl's past litigation practice which informs her practical advice to clients, has included noncompetition and trade secrets disputes, high-stakes individual and large class action employment lawsuits, jury and bench trials, as well as, appellate argument to higher courts. She has been an arbitrator for the National Association of Securities Dealers (NASD), represented unionized employers in grievance arbitration, and represented parties in mediation.

Additionally, Tahl's trial experience includes serving pro-bono as co-counsel with the Office of Public Defense of King County, Washington in felony criminal cases; co-counsel with Washington Protection and Advocacy Services in a class action case brought on behalf of patients at Western State Hospital seeking constitutional standards of care; and co-counsel with Northwest Immigrant Rights Project on multiple deportation cases.

Tahl is a frequent speaker on global workplace topics.

## Professional and Community Affiliations

- Member, Employment Lawyer's Association (ELA), United Kingdom
- Member, European Employment Lawyers Association (EELA)
- Member, International Bar Association
- Member, Labor and Employment Law and International Law Sections, American Bar Association
- Member, International Practice and Labor and Employment Law Sections, Washington State Bar Association
- Former Board Member, Washington State Hotel and Lodging Association
- Former Board Member, The Seattle Children's Museum

## Recognition

- Named, The Best Lawyers in America®, 2013-2025
- Awarded, AV Preeminent® Peer Review Rating, *Martindale-Hubbell*
- Named, Best Lawyers, *Women in the Law, Washington Labor and Employment*, 2016
- Named, Top Rated Lawyer® - International Law, *The American Lawyer & Martindale-Hubbell™*, 2013
- Named, Best Lawyers in Labor Law, *Seattle Business*, 2013
- Recipient, Pro Bono Public Service Commendation, *Washington State Bar Association*, 2007
- Named, Recognised Practitioner, *Chambers USA*, 2017-2018

## Education

J.D., University of Washington School of Law, 1991

M.A./M.B.A., University of Hawaii, 1987

B.A., Yale University, 1982

## **Bar Admissions**

Washington

United Kingdom (England and Wales)

## **Courts**

U.S. Court of Appeals, 9th Circuit

## **Publications & Press**

### **What are some key issues for HR or legal to be aware of when implementing a restructure in Asia?**

*Littler 2 the Point Video*

December 21, 2023

### **UK Officials Address Menopause in the Workplace**

*SHRM Online*

April 18, 2022

### **UK Poised to Expand Workplace PPE Obligations**

*SHRM Online*

October 15, 2021

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

*Press Release*

August 19, 2021

### **Nearing Brexit Milestone, COVID-19 Clouds UK Labor Picture**

*SHRM Online*

November 6, 2020

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

*Press Release*

August 20, 2020

### **The Other Ugly Virus of 2020: Anti-Asian Bias**

*Littler Podcast*

April 15, 2020

**UNITED KINGDOM: COVID-19 (Coronavirus) – Employer FAQs**

*Littler ASAP*

March 10, 2020

**What Are Companies' Legal Obligations Around Coronavirus?**

*Harvard Business Review*

March 4, 2020

**Coronavirus (COVID-19) Guidance for Business Preparedness**

*Littler ASAP*

March 4, 2020

**What UK Employers Should Know About the Wuhan Novel Coronavirus Outbreak**

*Littler ASAP*

January 31, 2020

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

**Global Investigations: A Step-by-Step Process**

*Corporate Counsel*

April 19, 2019

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

*Press Release*

August 15, 2018

**A Look at the #MeToo Movement's Impact in the US, Brazil and the UK**

*TLNT*

August 8, 2018

**Littler Ranked in 2018 Chambers USA Guide**

*Press Release*

May 15, 2018

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

*Press Release*

August 17, 2017

**Littler Global Guide - United Kingdom - Q1 2017**

*Littler Global Guide Quarterly*

March 31, 2017

**New Mandatory Gender Pay Gap Disclosures Will Soon Take Effect for Large Employers in Great Britain**

*Littler ASAP*

March 13, 2017

**UK: Court of Appeal Reconsiders Test to Determine "Worker" Status**

*Littler ASAP*

February 24, 2017

**Proposed French Law Would Impose New Due Diligence Obligations on Certain Employers and Their Supply Chains**

*Littler ASAP*

December 12, 2016

**Brexit: Some Potential Implications for Employers**

*Thomson Reuters Corporate Counsel Connect*

September 1, 2016

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

*Press Release*

August 16, 2016

**What Brexit May Mean For U.S. Companies With Overseas Workers**

*TLNT*

July 29, 2016

**Brexit: Some Potential Implications For Employers**

*Littler ASAP*

July 14, 2016

**Technology and the Workplace: Artificial Intelligence and Robots in the 21st Century Workplace**

*Employment & Industrial Relations Law*

April 2016

**What Does the European Court of Justice's Invalidation of the U.S.-EU Safe Harbor Framework Mean For U.S.-Based Multinational Employers?**

*Littler ASAP*

October 7, 2015

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

*Press Release*

August 18, 2015

**United Kingdom: New Law to Combat Supply Chain Slavery and Human Trafficking**

*Littler ASAP*

July 14, 2015

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**Terminating Overseas Employees**

*Society for Human Resource Management (SHRM)*

January 1, 2014

**Global Investigations: A Six-Step Process**

*HR Magazine*

November 1, 2013

**Littler Attorneys Named in Best Lawyers in America® 2014 Edition**

*Press Release*

August 15, 2013

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**Hiring and Firing Overseas? Know the Legal Risks**

*Society for Human Resource Management (SHRM)*

December 10, 2012

**A Roadmap to Effective and Lawful Global Investigations**

*Human Resources IQ*

December 10, 2012

**Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition**

*Press Release*

September 7, 2012

**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*

February 15, 2012

**The United Kingdom's Agency Worker Regulations 2010: How Do They Affect You?**

*Littler ASAP*

October 7, 2011

**Littler Bolsters Pacific Northwest Presence with a Group of Four New Attorneys**

*Press Release*

September 13, 2011

**The Refugee Act of 1980: Suggested Reforms In the Overseas Refugee Program to Safeguard Humanitarian Concerns from Competing Interests**

*Washington Law Review*

**Events & Speaking Engagements**

**Reduction in Force Master Class: Strategic Workforce Adjustments in a Changing Political Climate**

May 21, 2025

**Thriving in Life through Menopause**

Culture Amp Edinburgh

June 24, 2024

**Affirmative Action**

European Employment Lawyers Association Annual Conference, Reykjavik, Iceland

June 7, 2024

**RIF Master Class**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

**Wellness and Morale for Women: Working Together Beyond the Taboo**

Littler Executive Employer Conference

May 6, 2022

**The Compliance Issues that Arise When U.S.-based Employees Just Want to Do Their Jobs... Remotely from Overseas**

Littler Executive Employer Conference

May 5, 2022

**International Wandering Workers: Avoiding the Legal Pitfalls for Multinational Employers**

April 8, 2021

**The COVID-19 Vaccine – Legal and Practical Implications**

January 20, 2021

**The COVID-19 Vaccine – Legal and Practical Implications**

January 13, 2021

**Modern Workplaces and Employee Benefits: A Discussion of Fertility and Family-Planning Issues in the Workplace**

November 24, 2020

**COVID-19 – For Companies with Employees in China, Japan and South Korea**

March 26, 2020

**COVID-19: Common Employer Questions Asked and Answered!**

March 13, 2020

**Here, There and Everywhere: International Sexual Harassment Laws and the Evolving Impacts of #MeToo, #StandUp and Beyond**

The 2019 Executive Employer® Conference, Phoenix, AZ

May 9, 2019

**International #MeToo, #StandUp and Transformative Technologies in the Workplace**

Seattle, WA

December 4, 2018

**#MeToo, #StandUp and Transformative Technologies in the Workplace**

San Francisco, CA

September 13, 2018

**International Employment & Labor Law Roundtable**

Los Angeles, CA

September 12, 2018

**Second Annual Canada Conference**

Toronto, ON

November 1, 2017

**Managing Employees Across Borders; Managing Cultural Differences, Global Investigations and Compliance, Hiring & Terminations**

May 31, 2017

**Entering New Markets: Tips and Tricks of Global Expansion**

May 11, 2017

**Inaugural Europe Conference - Germany**

Berlin

November 10, 2016

**Inaugural U.K. Conference**

November 8, 2016

**The Art of Global Restructuring and Global Workforce Integration**

May 5, 2016

**Make, Break, or Fake it: Legalities of Conducting Business in India**

December 2, 2015

**How Technology is Affecting Employment Practices**

Fourth Transatlantic Conference, Employment Lawyers Association and American Bar Association, London, England  
September 28, 2015

**Managing Across Borders**

Seattle, WA  
September 17, 2015

**Diversity in the Workplaces**

2015 Europe Annual Conference, Association of Corporate Counsel Europe (ACCE), Munich, Germany  
June 1, 2015

**Global Compliance & Cross-Border Investigations: Strategies for Enforcement and Risk Management**

June 17, 2015

**Building an Effective Legal Team**

2014 Europe Annual Conference - Association of Corporate Counsel Europe (ACCE), London, England  
May 18, 2014

**How Technology is Changing the Law of the Workplace: New Platforms, New Applications, New Problems**

Mid-Year Meeting, International, Labor & Employment Section - American Bar Association (ABA), Tel Aviv, Israel  
May 7, 2014

**Atypical Workers**

Third Transatlantic Conference - Employment Lawyers Association and American Bar Association, London, England  
October 7, 2013

**International Investigations**

Law School - Luiss-Guido Carli University, Rome, Italy  
2012

**International Investigations**

College of Law - Université de Cergy-Pontoise, France  
2012

**Forging a Global HR Team to Align with a Global Business: Transparency and Integration**

Littler Mendelson, Washington D.C.  
November 9, 2012

**Running with Scissors: What U.S. Employers Should Know Before Cutting Global Staff**

Littler Mendelson, Washington D.C.  
November 7, 2012

**Investigating Employee Misconduct Across Borders, Issues and Practical Steps for the Multinational Lawyer**

2012 Annual Conference - Association of Corporate Counsel, Orlando, FL  
October 3, 2012

**Global Trade Secret Protection and Drafting Global Policies**

International Labor and Employment Law Committee, Section of Labor and Employment Law - American Bar Association, Paris, France  
May 13-17, 2012

**Managing the Social Media Activity of A Multinational Workforce after the Global Privacy Juggernaut**

Littler Mendelson, Scottsdale, AZ  
May 10, 2012

**Conducting Lawful Investigations: The First 72 Hours**

Littler Mendelson, Scottsdale, AZ  
May 9, 2012

**Managing Across Borders**

Global HR News Conference, Bellevue, WA  
March 29, 2012

**International Assignments: Avoiding the Legal, Financial and Safety Risks of Transferring Employees into Latin America**

The Global Employer Latin America Conference - Littler Mendelson, Miami, FL  
February 9, 2012

**Investigating Employee Misconduct Across Borders**

Global Employer Institute - Littler Mendelson, Washington D.C.  
November 2, 2011

**New Tools for Behaving Badly: How Social Media are Abused and How Cross-Border Employers can Respond, an Employment and High-Tech View**

Fall Meeting, Section of International Law - American Bar Association, Dublin, Ireland  
October 11, 2011

**Equal Treatment for Men and Women, The Changing World of Work: Responding to the Challenge of the 21st Century from a Global and EU Perspective**

International Bar Association, Brussels, Belgium  
April 15, 2011

**International Employment Law Issues for Expanding Global Companies**

Worklaw Network, Honolulu, HI  
2010

**Labor and Employment Law Issues in International Transactions and Thereafter: A Guide for U.S. Lawyers**

Webcast - American Bar Association  
2010

**Social Media in the Workplace**

International Law Section - American Bar Association, Paris, France  
2010

**Global Employment Law Update**

Littler Mendelson Conference  
2008

**Books & Book Chapters**

- *Red versus Expert: Managerial Reform and Organizational Change in the Chinese State Industrial Enterprise*, University of Hawaii at Manoa, 1987