Tanja L. Thompson

Office Managing Shareholder

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Practice Areas

Labor Management Relations

Overview

Tanja L. Thompson dedicates her practice to representing companies in all areas of traditional labor law. Companies across the country and across many industries, including technology, transportation, healthcare, banking, cannabis, manufacturing, services, refining, insurance, staffing, and others, seek Tanja's skill both in maintaining direct employee relations 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 labor advice practice includes representing clients in traditional and corporate campaigns. 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 the National Labor Relations Act.

Tanja previously served as a co-chair of Littler's Traditional Labor Practice Group and 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

- Former Council Member, Labor and Employment Law Section, American Bar Association
- Former Employer Vice-Chair, Budget and Finance Committee, Labor and Employment Law Section, American Bar Association
- Member and 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 and Former Chair, Labor Relations Advisory Committee

Recognition

- Named, Lawyer of the Year, *The Best Lawyers in America*®, 2020, 2026
- Named, The Best Lawyers in America® , 2016-2027
- Ranked, Labor & Employment, *Chambers USA*, 2016-2026
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Top 50 Women in the Mid-South; Top 100 in Tennessee; Top 50 in Memphis, *Super Lawyers*, 2024
- 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, D.C. Circuit
U.S. District Court, Western District of Tennessee

Publications & Press

Littler and Its Attorneys Recognized in 2026 Chambers USA Guide Across Key Practice Areas
Press Release
June 4, 2026

Employers 'very unprepared' for modern labor tactics
BenefitsPRO
October 2, 2025

Employers Failing to Prep for Rising Tide of Union Organizing
Corporate Counsel

October 1, 2025

Littler's 2025 Labor Survey Report
Littler Report
September 30, 2025

Bosses may be underestimating unionization efforts, Littler warns
International Employment Lawyer
September 30, 2025

Many U.S. Employers Report a Preparedness Gap as They Navigate the Modern Labor Landscape, Littler Survey Finds
Press Release
September 30, 2025

Over 250 Littler Attorneys Selected for 2026 Editions of Best Lawyers in America® and Best Lawyers: Ones To Watch® in America
Press Release
August 21, 2025

Littler and its Attorneys Recognized in 2025 Chambers USA Guide Across Key Practice Areas
Press Release
June 5, 2025

Littler Ranked in 2024 Chambers USA Guide
Press Release
June 6, 2024

The Littler Annual Employer Survey 2024
Littler Report
May 8, 2024

Employers Expect Increased Regulatory Enforcement Amid Legislative Slowdown in Election Year, Littler Survey Finds
Press Release
May 8, 2024

Littler Recognized in 2023 Chambers USA Guide
Press Release
June 6, 2023

Littler Ranked in Chambers USA Guide 2022
Press Release

June 1, 2022

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

How Proposed Ill. Amendment Would Change Union Rights
Law360
June 21, 2021

Littler Ranked in Chambers USA Guide 2021
Press Release
May 27, 2021

Minority Unions – A Major Concern for Employers in 2021 and Beyond?
Littler ASAP
January 11, 2021

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

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year
Press Release
August 15, 2019

Littler Ranked in 2019 Chambers USA Guide
Press Release
April 25, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers
Press Release
August 15, 2018

College of Labor and Employment Lawyers Elects Three Littler Attorneys as Fellows
Press Release
June 22, 2018

The Developing Labor Law, Co-Editor-in-Chief
Bloomberg BNA
2016-2018

Littler Ranked in 2018 Chambers USA Guide
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
Press Release
February 2, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers
Press Release
August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide
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
Press Release
September 29, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition
Press Release
August 16, 2016

Littler Ranks in The Legal 500 United States Guide
Press Release

June 20, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide
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
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
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
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 ASAP
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

Events & Speaking Engagements

Modern Labor – Everything Has Changed
April 9, 2024

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*