



## **Yvette V. Gatling**

Shareholder

Co-Chair, Healthcare Industry Group

1800 Tysons Boulevard  
Suite 500  
Tysons Corner, VA 22102  
main: +1 (703) 442-8425  
direct: (703) 286-3143  
fax: +1 (703) 442-8428  
ygatling@littler.com



---

## **Practice Areas**

Business Restructuring and M&A  
Discrimination and Harassment  
Wage and Hour  
Audit Services  
Healthcare  
Financial Services  
Energy  
Inclusion, Equity and Diversity

## **Overview**

Yvette V. Gatling is a trusted advisor to management in a variety of employment matters. She has deep knowledge of and assists clients nationwide with reductions-in force and other downsizing issues. She has also assisted clients with nationwide wage and hour audits and represented clients in front of the Department of Labor. Yvette represents employers in a number of different industries including healthcare, financial services, oil and gas, technology and retail.

Yvette has successfully handled trials and arbitrations for several clients. Her jury trials and arbitrations include:

- A defamation case against an individual supervisor and a company
- A case alleging race discrimination and FMLA retaliation
- A case involving FMLA retaliation

Select examples of Yvette's experience include the following:

- Obtained summary judgment in the Eastern District of Virginia that was affirmed by the U.S. Court of Appeals for the Fourth Circuit in a race discrimination case

- Secured summary judgment in the Southern District of Texas that was affirmed by the U.S. Court of Appeals for the Fifth Circuit in a wage and hour misclassification case
- Obtained summary judgment in the Southern District of Texas that was affirmed by the U.S. Court of Appeals for the Fifth Circuit in a case alleging race, color and gender discrimination in violation of Title VII and a violation of the Fair Credit Reporting Act
- Led a team in conducting a nationwide audit of over 1000 exempt positions of a major oil and gas company
- Led a team conducting an audit of the nationwide pay practices of a leading oil and gas company

She has represented companies in appeals before the Fourth and Fifth Circuit.

In addition to her robust legal practice, Yvette serves as co-chair of the firm's Healthcare Practice Group and is involved in a number of initiatives both within and outside of Littler dedicated to promoting diversity and inclusion within the legal industry.

Previously, Yvette served as law clerk to the Hon. Tucker L. Melançon, U.S. District Judge for the Western District of Louisiana. In law school, she was a member of and served as a senior editor of the *Louisiana Law Review*.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Virginia Bar Association
- Member, Board Member, National Employment Law Council
- Member, Executive Committee, Labor and Employment, National Bar Association, 2017-2018
- Class Liaison and Member, Leadership Symposium Planning Committee, Leadership Council on Legal Diversity, 2012
- Fellow, Leadership Council on Legal Diversity, 2012
- Former Board Member, Houston Community Voicemail

## Recognition

- Named, The Best Lawyers in America®, 2025
- Named, Influential Women of Law, *Virginia Lawyers Weekly*, 2023
- Recipient, Rick Palmore Leadership Council on Legal Diversity Fellows Alumni Award
- Order of the Coif

## Education

J.D., Louisiana State University, 1998

B.A., North Carolina State University, 1994

## Bar Admissions

Virginia

Texas

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, 4th Circuit  
U.S. Court of Appeals, 5th Circuit  
U.S. District Court, Northern District of Texas  
U.S. District Court, Eastern District of Texas  
U.S. District Court, Southern District of Texas  
U.S. District Court, Western District of Texas  
U.S. District Court, Eastern District of Virginia  
U.S. District Court, Western District of Virginia

## **Publications & Press**

### **Virginia Enacts Law Requiring Reporting of Workplace Violence in Hospitals**

*Littler ASAP*

March 27, 2025

### **The First 100 Days: The Impact of DOGE on Private Employers**

*Littler Podcast*

March 3, 2025

### **California Health Care Employers Must Implement California Health Care Minimum Wage Raise By October 16, 2024**

*Littler ASAP*

October 3, 2024

### **CMS Withdraws COVID-19 Vaccine Mandate**

*Littler ASAP*

June 6, 2023

### **CMS Plans to Unwind Mandatory COVID-19 Vaccination Requirement for Healthcare Employers**

*Littler ASAP*

May 11, 2023

### **Virginia Passes a Handful of New Employment Laws**

*SHRM Online*

April 24, 2023

### **Virginia's Legislative Session Concludes with a Handful of New Employment Laws**

*Littler ASAP*

April 19, 2023

### **Gender dysphoria ruling creates accommodation requirement**

*Business Insurance*

August 30, 2022

**The Fourth Circuit is First to Rule that ADA Protects Gender Dysphoria**

*Littler ASAP*

August 18, 2022

**Virginia Rescinds COVID-19 Standard**

*SHRM Online*

March 30, 2022

**Virginia Rescinds its COVID-19 Standard**

*Littler ASAP*

March 22, 2022

**OSHA Announces Highly Focused Healthcare Facility Inspection Plan**

*Littler ASAP*

March 17, 2022

**Vaccine Mandate for Health-Care Employers: What's Next?**

*Bloomberg Law*

January 21, 2022

**'Full Speed Ahead' on Health Worker Jobs After High Court Ruling**

*Bloomberg Law*

January 14, 2022

**U.S. Supreme Court Lifts Injunctions Against CMS Vaccine Mandate**

*Littler ASAP*

January 13, 2022

**CMS COVID-19 Vaccination Mandate Back in 25 States**

*Littler ASAP*

December 16, 2021

**Opponents of Health Worker Vaccine Mandate Aim for Right Court**

*Bloomberg Law*

November 22, 2021

**CMS Issues Broad COVID-19 Vaccine Requirements for Healthcare Employers**

*Littler ASAP*

November 4, 2021

**Federal OSHA Issues Emergency Temporary Standard for Health Care**

*Littler ASAP*

June 10, 2021

**DOL Ends Payroll Audit Independent Determination (PAID) Program for Employers**

*Littler ASAP*

February 1, 2021

**BLM Spurs Employers To Look More Closely At Implicit Bias**

*Law360*

August 10, 2020

**Race in the Workplace - How to Create an Inclusive Environment**

*FocalPoint*

July 19, 2020

**Two Steps Forward, One Step Back: Virginia Prepares for Statewide Entry Into “Phase One” of Reopening, While Issuing New Face Covering Mandate**

*Littler ASAP*

May 27, 2020

**Virginia Enacts New Legislation Offering Additional Protection to Workers**

*Littler ASAP*

April 16, 2020

**Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award**

*Press Release*

January 22, 2020

**How Might Virginia’s New Legislative Trifecta Affect Employers in the Commonwealth in 2020?**

*Littler ASAP*

January 6, 2020

**Littler Recognized by Leadership Council on Legal Diversity as a 2019 Top Performer and Selected for the 2019 Compass Award**

*Press Release*

November 1, 2019

**Littler Names New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Press Release*

February 14, 2019

**The Incredible Shrinking Woman's Earnings: The Gap is Bigger Than We Thought!**

*Littler Podcast*

December 18, 2018

**Unconscious Bias in the Workplace**

*Today's General Counsel*

October 1, 2018

**Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

**Littler Appoints New Healthcare Industry Group Co-Chair**

*Press Release*

May 25, 2017

**Diverse Attorneys Need Mentors and Sponsors Too (Perspective)**

*Bloomberg BNA Big Law Business*

July 29, 2016

**Gatling and Khan Share the Second Rick Palmore Award**

*LCLD News*

July 12, 2016

**Littler Shareholder Yvette Gatling Named Recipient of Rick Palmore LCLD Fellows Alumni Award**

*Press Release*

June 29, 2016

**Littler's Yvette Gatling Appointed to the National Employment Law Council's Board of Directors**

*Press Release*

May 25, 2016

**Open Carry and Campus Carry: Expanded Handgun Rights in Texas in 2016 and Beyond**

*Littler ASAP*

August 7, 2015

**Hospital Employee Properly Fired for Failure to Disclose Drug Abuse, Third Circuit Finds**

*Littler ASAP*

April 5, 2013

**Littler Mendelson Announces Twenty-Seven Newly Elevated Shareholders**

*Press Release*

January 8, 2009

## **Events & Speaking Engagements**

### **What to Expect When Your Employees are Expecting**

HR Virginia 2025 Annual Conference

April 15, 2025

### **What Issues Are Private Employers Facing with DOGE's Cancellation of Government Contracts and Funding?**

March 19, 2025

### **Navigating the Pregnant Workers Fairness Act**

Tysons Corner, VA

November 19, 2024

### **Reductions in Force: Best Practices**

Tysons Corner, VA

November 1, 2023

### **Healthcare Industry Roundtable**

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

### **Pay Equity and Wage Transparency: Current Trends and What Companies Need to Know**

Littler Webinar

June 29, 2022

### **2022 Mid-Atlantic Regional Employer Conference**

Washington, DC

June 8, 2022

### **Late Night with Littler: A Healthcare Industry Roundtable**

Littler Executive Employer Conference

May 4, 2022

### **The Pandemic Two Years Later: How COVID-19 Has Changed Nothing, But Everything**

Employment Law Update, Richmond SHRM

March 17, 2022

### **COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 21**

Sacramento, CA

December 3, 2021

**Virginia Fall Employment Law Mini Series: Masks, Mandates, Vax? Oh My! – Navigating Workplace Safety**

Tysons Corner, VA

September 29, 2021

**COVID ETS – Are you compliant with the new standards released by OSHA?**

June 17, 2021

**Employment Panel**

Northern Virginia Black Attorneys Association

December 11, 2020

**Tysons Corner Fall Mini Series: How to Constructively Avoid Intended and Unintended Discrimination in the Workplace**

October 14, 2020

**Women's Leadership Initiative Open Forum: Maintaining Leadership Presence in a Virtual Workplace**

October 8, 2020

**Littler's Women's Leadership Initiative Open Forum**

August 6, 2020

**What To Expect After the Pandemic Subsides**

ASHHRA Webinar

May 2020

**Tales from the Trenches: Updates and Practical Guidance for Healthcare Employers on COVID-19**

April 27, 2020

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

Richmond SHRM Webinar

April 2, 2020

**How to Self-Audit Your Organization's Wage and Hour Practices**

Law.com webinar

October 10, 2019

**Mentoring In the Law Practice Environment**

Richmond, VA

October 3, 2019

**Infectious Disease in the Workplace: How to Prepare for and Handle the NEXT Outbreak**

Tysons Corner, VA

September 11, 2019

**Timely Talk About Wage and Hour Law | Auditing Your Organization's Wage and Hour Practices**

February 6, 2019

**Auditing Your Organization's Wage and Hour Practices**

Tysons Corner, VA

November 15, 2018

**Top 10 Mistakes Employers Make**

Tysons Corner, VA

September 20, 2018

**Healthcare Roundtable**

Littler Executive Employer, Phoenix, AZ

May 2, 2018

**The Next Wave: Pay Equity Laws**

SHRM Richmond, VA

February 13, 2018

**Healthcare Industry Roundtable**

May 10, 2017

**2016 Houston Employer Conference**

Houston, TX

August 11, 2016

**Newly Effective Texas Handguns Laws: What Does This Mean For Employers?**

February 10, 2016

**2015 Houston Employer Conference**

Houston, TX

August 13, 2015

**Furloughs, WARN, Reductions-in-Force and Other Cost-Savings Considerations in the \$40 per Barrel Oil Economy**

February 11, 2015

**Wage & Hour Issues in the Oil Patch**

December 2, 2014

**Wage & Hour Issues in the Oil Patch**

Houston, TX

October 24, 2014

**The 2014 Houston Employer Conference**

Houston, TX

August 14, 2014

**Litigation Armoring – Building Advance Defenses to Common Wage and Hour Class Claims**

Littler Mendelson, Houston, TX

August 22, 2013

**The 2012 Houston Employer Conference**

Houston, TX

August 2, 2012

**Business or Pleasure: The Challenges of “Bring Your Own Device” (BYOD) Policies in the Workplace**

Littler Mendelson, Houston, TX

August 2, 2012

**2012 Littler Healthcare Summit: Critical Employment Law Issues Facing Healthcare Employers Today**

Houston, TX

June 14, 2012

**A New Generation of Regulation A Practical Perspective: ADAAA Final Regulations and the FMLA**

Houston, TX

May 18, 2011

**Reductions in Force**

Houston, TX

March 12, 2009