



Yvette V. Gatling

Shareholder

Co-Chair, Healthcare Industry Group

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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