

Kevin M. Kraham

Shareholder

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Focus Areas

Labor Management Relations
Transportation
Healthcare
Discrimination and Harassment
Training - Compliance, Ethics, Leadership
Inclusion, Equity and Diversity

Overview

Kevin Kraham works as a strategic business partner with clients to help ensure that labor relations and human resources practices support and drive business plans.

Kevin litigates and mediates labor and employment disputes in federal and state courts and before administrative agencies and arbitrators. His labor practice focuses on advising employers on lawful union-avoidance strategies and campaign conduct, collective bargaining, and contract administration, with a concentration on healthcare, transportation, energy, logistics, and education employers. He also provides day-to-day advice, counseling, and training to employers about workplace compliance issues.

His airline and railroad experience includes system board of adjustment and public law board arbitrations, federal court litigation with unions under the Railway Labor Act, representation proceedings and carrier interference cases before the National Mediation Board, and negotiating initial and successor labor agreements.

Kevin serves on Littler's Associates Committee. He is a former adjunct professor at Georgetown University, where he taught cross-cultural management and negotiations and global labor and employment law. Kevin began his career in employment and labor law with the U.S. Equal Employment Opportunity Commission as an investigator, law clerk and

administrative judge. Earlier in his career, he completed The Maine Challenge, a 26-day multi-element Outward Bound course based on Hurricane Island, Maine.

Professional and Community Affiliations

- Former Chair, Foundation Board of Directors, The National LGBT Bar Association
- Former Secretary, Board of Trustees, Two Rivers Public Charter School

Recognition

- Named, The Best Lawyers in America®, 2013-2021
- Named, Super Lawyer, Washington DC, *Super Lawyers*, 2013 and 2015
- Recipient, Distinguished Alumnus Award, *Washington College of Law*, 1999

Education

J.D., American University, Washington College of Law, 1996

B.A., Boston University, 1992

Bar Admissions

District of Columbia

Courts

U.S. Supreme Court

U.S. Court of Appeals, 4th Circuit

U.S. Court of Appeals, D.C. Circuit

U.S. District Court, District of Columbia

U.S. District Court, District of Maryland

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Social and Political Issues and the Workplace – Implications for Employers

Littler Report

May 12, 2021

Inaugural Report of Littler’s Global Workplace Transformation Initiative

Littler Report

March 30, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

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

Littler Press Release

August 20, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 2020

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

Littler Press Release

August 15, 2019

NLRB Eases Standard for Withdrawing Union Recognition Upon Contract Expiration

Littler Insight

July 9, 2019

Blacklisting Ex-Trump Officials Could Put Firms at Legal Risk

Bloomberg Law

April 12, 2019

Facebook Settles Claims Alleging Discriminatory Ad Targeting

Littler ASAP

March 21, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

Ending Sexual Harassment: Implementing the Right Policies

Hotels Magazine

August 30, 2018

Ending Sexual Harassment: Are You Asking the Right Questions?

Hotels Magazine

August 28, 2018

Best Lawyers in America® 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

The Sexual Harassment Problem in the Food and Hospitality Industries

Littler Insight

July 27, 2018

Supreme Court Bans Mandatory Union Fees for Public-Sector Workers

SHRM Online

June 27, 2018

Four Things To Watch After The High Court's Body Blow to Labor

Law360

June 27, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

EEOC Launches National Online Complaint System

Law360

November 1, 2017

Dear Littler: Can We Discipline An Employee Who "Took a Knee" During the Anthem?

Dear Littler

October 16, 2017

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

Littler Press Release

August 17, 2017

DOJ Brief Opposing Title VII Protection for Gay Workers is Significant, Attorneys Say

Westlaw Journal

August 8, 2017

Is Sexual Orientation Protected Under Title VII? The DOJ Weighs In

Littler ASAP

July 31, 2017

Seventh Circuit Holds Title VII Protections Extend to Sexual Orientation Discrimination

Littler ASAP

April 6, 2017

7th Circuit's Title VII Ruling Means Employers Must Adapt Anti-Bias Measures

The Legal Intelligencer

April 6, 2017

Streamlining the USERRA Claims Process

Law 360

March 1, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Diversity & Inclusion at Littler – From the Inside Out

Littler Podcast

February 3, 2017

EEOC Issues Enforcement Guidance on National Origin Discrimination

Littler ASAP

November 29, 2016

Addressing Post-Election Tensions in the Workplace

Littler Insight

November 18, 2016

EEOC Guidelines Provide a Confusing Roadmap to Investigating Retaliation Claims

Littler Insight

September 8, 2016

Seventh Circuit to Plaintiffs: Here's Your Burden of Proof

Littler Insight

September 1, 2016

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

Littler Press Release

August 16, 2016

When Tragedy Strikes: How Employers Can Assist Employees Affected by Mass Shootings and Disasters

Littler Insight

June 16, 2016

EEOC Releases Proposed Enforcement Guidance On National Origin Discrimination For Public Comments

Littler ASAP

June 3, 2016

Supreme Court attorneys' fees ruling hits home with EEOC suits

Business Insurance

May 23, 2016

Supreme Court Holds a Party May be Entitled to Attorneys' Fees Absent a Favorable Ruling on the Merits

Littler Insight

May 20, 2016

Justices Remand Title VII Legal Fees Dispute

Bloomberg BNA Daily Labor Report

May 19, 2016

High Court Fee Ruling May Put Onus On EEOC To Conciliate

Law360

May 19, 2016

Overloaded: EEOC Proposed Guidance on Retaliation

SHRM

March 3, 2016

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Ninth Circuit Rejects EEOC's Challenge of Tribal Hiring Preferences

Littler Insight

September 29, 2014

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

Littler Press Release

August 18, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

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

Littler Press Release

September 7, 2012

Dodd-Frank and The SEC Final Rule: From Protected Employee to Bounty Hunter

Littler Report

July 1, 2011

Budget Woes Deal Blow to Public-Employee Unions

InsideCounsel

May 1, 2011

Littler Mendelson Welcomes Six-Attorney Team from Ford & Harrison to its Washington, D.C., Office

Littler Press Release

October 6, 2008

Speaking Engagements

Healthcare Roundtable: Top Issues Facing Healthcare Employers in 2024

Littler Executive Employer Conference, Phoenix, AZ

May 8, 2024

The Changing Union Environment in Home Health Care For Union and Non-Union Agencies

April 11, 2024

Ask A Littler Attorney: 2024 Hot Topics and New Employment Laws

February 20, 2024

Healthcare Industry Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Ask a Littler Attorney: 2023 Hot Topics and New Employment Laws

March 8, 2023

2022 New England Regional Employer Conference

Boston, MA

November 15, 2022

Virtual Organizing, Mail-Ballot Elections, and Recent NLRB Decisions on Manual Elections: Trends and Best Practices Based on a (COVID) Year in Review

June 24, 2021

Healthcare Hot Topics: Understanding Labor Issues and What the Shift to Value-Based Care Means for Employers

September 18, 2019

From #MeToo to #WhatToDo

2018 Mid-Atlantic Employer Conference, Washington, D.C.

June 5, 2018

Harassment Prevention: The “Legal Rules of the Road” Involving Harassment and Related Litigation by the EEOC

February 7, 2018

Addressing Post-Election Tensions in the Workplace

December 12, 2016

Dealing with the EEOC: New Way of Doing Business in Handling Charges of Discrimination

April 22, 2016

Dealing with the EEOC: New Way of Doing Business in Handling Charges of Discrimination

April 18, 2016

Do Your Employee Handbooks Make the Grade?

Washington, DC
July 8, 2015

Puzzled Over Payroll?

Washington, DC
May 27, 2015

Healthy Choices For Sick Employees

Washington, DC
March 25, 2015

Recognizing Red Flags

Washington, DC
January 28, 2015

Understanding the Expanded Employer Obligations to Pregnant Employees

Washington, DC
October 29, 2014

The New Wave of Religious Accommodation and National Origin Discrimination Claims

May 22, 2014

Trends in Employment, Labor and Benefits Laws: What You Need to Know

Lavender Law® Conference & Career Fair, Washington, DC
August 24, 2012

New school year: recruiting, interviewing, hiring, and training

Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC
May 15, 2012

Juggling the FMLA, ADA, sick leave, short term disability and workers' compensation

Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC
March 13, 2012

DOL's agenda and its impact on public charter schools

Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC
January 24, 2012

Social media: impact on recruiting, employee relations and student interaction

Breakfast Briefing - Friends of Choice in Urban Schools, Washington, DC

October 26, 2011