

Margaret K. Tsang

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Overview

As a member of the Littler CaseSmart – Charges™ team and based in Oregon, Margaret K. Tsang is responsible for handling charges from investigation to conclusion. Maggie works on client-dedicated service teams, focusing on handling administrative agency charges. She investigates charge allegations, reviews pertinent documents, interviews key witnesses, and provides clients an assessment of the risks associated with the charge. In partnership with the client, she defends the charge by drafting persuasive position statements and responses to the agency's requests for information.

Prior to joining Littler, Maggie's background includes experience as a labor and employment associate at a top national law firm and as associate general counsel for a regional nonprofit. In both positions, she provided strategic and practical guidance and counsel on the spectrum of issues arising from the employee-employer relationship, including:

- Represented employers in discrimination, harassment, retaliation, and wrongful termination lawsuits in both state and federal court. Roles included formulating defense strategies, managing large-scale discovery, defending depositions, preparing witnesses for trial, drafting jury instructions and other pre-trial filings, examining witnesses at trial and drafting discovery motions, motions to dismiss, motions for summary judgment, and, when necessary, post-trial motions and appellate filings
- Successfully handled the defense of numerous administrative charges filed with the Equal Employment Opportunity Commission and various state civil rights agencies
- Conducted sensitive internal investigations involving allegations of discrimination, hostile work environment, retaliation, and other misconduct
- Provided counseling and support to in-house counsel, senior executives, and human resources professionals on day-to-day employee relations issues and workforce management, workforce reorganizations and reductions, and policy drafting for multi-state operations
- Represented clients in collective bargaining negotiations, organizational campaigns, and arbitrations

- Developed and delivered training seminars on human resources topics, management issues, and traditional labor best practices
- Drafted, reviewed, and negotiated all manner of business contracts, employment agreements, and settlement agreements

Education

J.D., Duke University School of Law, 2012

M.A., Duke University, 2012

B.A., Yale University, 2009, *with Distinction*

Bar Admissions

Oregon

Ohio

Courts

U.S. District Court, Southern District of Ohio