



## Alexis C. Knapp

Shareholder

Co-Chair, Leaves of Absence and Disability Accommodation Practice Group

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## Practice Areas

Leave and Accommodation  
Handbooks and Policies  
Discrimination and Harassment

## Overview

Alexis C. Knapp worked in various capacities of human resources and higher education before transitioning to Littler, where she has spent more than 17 years practicing labor and employment law. Over the course of her career, Alexis's practice has evolved into a deep focus on leave and accommodation issues (The Family Medical Leave Act, The Americans with Disabilities Act, the Pregnant Workers' Fairness Act, workers' compensation, return to work situations, fitness for duty, and more), from assisting employers with basic compliance questions, to navigating complex challenges in this arena. As part of that work, she regularly counsels and assists employers with policy and process issues, and drafting policies, forms, letters, and other documents in support of employers' leave and accommodation efforts. She also develops and delivers customized in-person and virtual training for HR and legal teams, and supervisory/management employees, on FMLA, ADA, PWFA, and related topics.

Alexis also enjoys providing robust employment counseling and advice to clients on all other types of labor and employment issues as well, such as employee performance management, discipline, terminations, discrimination and harassment concerns, and more. She is also a regular speaker on a variety of labor and employment law topics for employer and industry groups.

Alexis is board certified in labor and employment law by the Texas Board of Legal Specialization and is a Senior Professional in Human Resources (SPHR®). She has appeared in court and before the Equal Employment Opportunity Commission, Texas Workforce Commission and the Department of Labor, and has handled administrative and litigation matters against individual plaintiffs and federal government agencies.

Before beginning her legal career, Alexis served as an associate dean of the College of Business and Economics and assistant professor of management at Houston Christian University where she taught courses in human resources and employment law

at both the graduate and undergraduate levels. Prior to that, Alexis was a human resources professional in the public sector, where her focus was employee benefits, organizational policies and procedures and training.

## Professional and Community Affiliations

- Member, Houston Bar Association
- Member, Society for Human Resources Management (SHRM)
- Member, Houston Human Resource Management Association (HR Houston)

## Events & Speaking Engagements

### 2025 Love Your Lawyer

Houston, TX

February 13, 2025

### 2024 Houston Regional Employer Conference

Houston, TX

September 26, 2024

### Top 10 FMLA Compliance Issues You Should Be Thinking About Right Now

Littler Executive Employer Conference, Phoenix, AZ

May 9, 2024

### Love Your Lawyer

Houston, TX

February 13, 2024

### 2023 Houston Regional Employer Conference

Houston, TX

October 18, 2023

### Eat Those Leave of Absence Toads! A Playbook for LOA Headaches (Especially Benefits)

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

### From the "Judge's" Bench: A Report Card on 2022-2023 FMLA/ADA Developments

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

### 2023 Love Your Lawyer

Houston, TX

February 14, 2023

**2022 Houston Regional Employer Conference**

Houston, TX

October 6, 2022

**Who Wants to Be a Lawionaire?**

Littler Executive Employer Conference

May 5, 2022

**Practically Navigating Complex, Real-Life Leave and Accommodation Scenarios**

Littler Executive Employer Conference

May 5, 2022

**2021 Houston Employer Conference**

Houston, TX

October 26, 2021

**The CDC Just Said What?! Chasing Best Workplace Practices on Masking, Vaccines and More**

June 29, 2021

**Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Houston, TX

February 10, 2021

**Practical Issues for Employers in Navigating the New Federal Emergency Paid FMLA and Sick Leave Mandates**

March 24, 2020

**Love Your Lawyer: Littler Lawyers Answer Your Most Burning Labor and Employment Questions**

Houston, TX

February 11, 2020

**From the Judge's Bench: A Practitioner's Report Card on the Practical Impact of Recent Family Leave and Disability Discrimination Developments**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Rehab Roundup: Discrimination & Leave Compliance Issues Managing Employees w/Substance Addictions**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Dallas, TX

October 5, 2017

**Today's ADA and FMLA: Tackling New and Persistent Leave and Accommodation Issues**

2017 Littler Houston Employer Conference

August 10, 2017

**The FMLA Today: Tackling New and Persistent Leave Issues**

May 11, 2017

**Making Sense of Leaves of Absence**

May 5, 2017

**Creative Approaches to Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

Austin, TX

April 25, 2017

**Accommodation Issues Under the ADA: Dealing with Medical Conditions in a Retail Environment**

October 18, 2016

**2016 Houston Employer Conference**

Houston, TX

August 11, 2016

**Creative Approaches for Handling ADA and FMLA Issues in the Workplace: Actions You May Not Know You Can Take**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

**FMLA, ADA and Beyond: Current Leave and Accommodation Issues**

Austin, TX

December 2, 2015

**2015 Houston Employer Conference**

Houston, TX

August 13, 2015

**Accommodating Pregnant Workers After Young v. UPS: Navigating New Obligations Absent Clear Court Guidance**

Strafford Webinar

July 15, 2015

**Getting a Handle on Leave Abuse and Related Problems: What the FMLA and ADA Will Allow**

Littler Mendelson, Atlanta, GA

October 9, 2014

**FMLA and Other Leave of Absence Issues: Key Issues for Business Owners, Managers and HR**

Human Resources Symposium, Associated Builders and Contractors - Texas Gulf Coast Chapter, Freeport, TX

October 8, 2014

**Social Media and Beyond: Addressing Employee Conduct in 2014**

Texas Payroll Conference, Frisco, TX

September 18, 2014

**Hot Topics in Labor & Employment Law**

Texas Payroll Conference, Frisco, TX

September 17, 2014

**Federal Labor & Employment Law Update**

2014 Business Seminar, Brazos Valley SHRM, College Station, TX

September 16, 2014

**Getting a Handle on Leave Abuse and Related Problems: What the FMLA and ADA Will Allow**

Littler Mendelson, Houston, TX

August 14, 2014

**Two-Day FMLA/ADA Workshop**

Human Resource Management Association (HR Houston), Houston, TX

July 23-24, 2014

**Two-Day FMLA/ADA Workshop**

Human Resource Management Association (HR Houston), Houston, TX

August 14-15, 2013

**Two-Day FMLA/ADA Workshop**

Human Resource Management Association (HR Houston), Houston, TX

November 14-15, 2012

**The 2012 Houston Employer Conference**

Houston, TX

August 2, 2012

**Managing the Complex Web of Leave Laws**

Littler Mendelson, Houston, TX

August 2, 2012

### **The 2011 Houston Employer Conference**

Houston, TX

August 11, 2011

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

Houston, TX

May 18, 2011

### **When Disaster Strikes: Labor and Employment Issues**

Emergency and Disaster Preparedness and the Law - South Texas College of Law and the Harris County Attorney's Office

March 30, 2011

### **Managing Employees with Medical Conditions**

Houston, TX

May 5, 2009

## **Recognition**

- Named, The Best Lawyers in America® , 2021-2025
- Named, Recommended Lawyer, Labor and Employment Disputes in Defense, *Legal 500 United States*, 2016
- Named, Rising Star *Super Lawyers*, 2014-2017

## **Education**

J.D., University of Houston Law Center, 2007

M.S., Houston Baptist University, 2000

B.S., Texas A&M University, 1997, *magna cum laude*

## **Bar Admissions**

Texas

## **Courts**

U.S. Court of Appeals, 5th Circuit

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, Northern District of Texas

## **Publications & Press**

**Spousal Care FMLA Leave Calls for Empathy from Employers**

*In the News*

March 15, 2024

**Texas Governor Abbott Bars Employers and Individuals from Compelling COVID-19 Vaccines**

*Littler ASAP*

October 12, 2021

**Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

**4 Tips for Handling Leave Requests in the Age of COVID-19**

*In the News*

May 21, 2021

**Latest COVID-19 Relief Package Provides Tax Credits for Voluntary Paid Sick and Family Leave**

*Littler ASAP*

March 18, 2021

**Virus Law's Waning Leave Mandates Put Spotlight On FMLA**

*In the News*

February 23, 2021

**What To Know About DOL's Revamped Virus Paid Leave Rule**

*External Publication*

September 16, 2020

**DOL Revises FFCRA Regulations to Clarify Paid Leave Rules in Wake of New York Federal Court's Decision**

*Littler ASAP*

September 13, 2020

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

*Press Release*

August 20, 2020

**NY Federal Court Strikes Down Key Provisions of DOL Rule Regarding FFCRA Paid Sick and Expanded FMLA Leave**

*Littler ASAP*

August 4, 2020

**After Slight Reprieve, DOL Releases Additional Batch of FFCRA Q&As**

*Littler ASAP*

April 3, 2020

**DOL Releases Regulations Implementing the Families First Coronavirus Response Act**

*Littler ASAP*

April 2, 2020

**Paid sick leave law takes effect after DOL addresses exemptions, other issues**

*In the News*

April 1, 2020

**DOL Issues Third Batch of Families First Coronavirus Response Act Q&As and Revises Prior Guidance**

*Littler ASAP*

March 29, 2020

**Second Set of DOL FAQs Provide More Clarity on Upcoming Federal Paid Sick and Family Leave Obligations**

*Littler ASAP*

March 27, 2020

**DOL Releases Q&A Guidance on Families First Coronavirus Response Act**

*Littler ASAP*

March 24, 2020

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

*In the News*

May 4, 2018

**Littler Ranks in The Legal 500 United States Guide**

*Press Release*

June 20, 2016

**What Are Your Rights at Work Regarding Taking Time off For Pregnancies or Medical Issues**

*In the News*

April 22, 2015

**The Heavy Burden of Light Duty: Young v. UPS**

*Littler ASAP*

March 31, 2015

**Littler Elevates 16 Attorneys to Shareholder**

*Press Release*



January 5, 2015

**What you don't know can hurt you when it comes to employee health**

*In the News*

October 14, 2013

**The Bermuda Triangle Has Expanded: The FMLA's Intersection With the ADA, Workers' Compensation and More**

*External Publication*

September 12, 2013

**Let employees set tone for maternity leave discussions, experts say**

*In the News*

August 16, 2013

**What to expect when your employees are expecting**

*In the News*

August 8, 2013

**Relief in Sight? DOL Issues Final FMLA Regulations**

*Littler ASAP*

November 25, 2008

**A New Generation of Family and Medical Leave**

*71 Texas Bar Journal 8*

September 2008

**Driving Them Away - The Employee Who Quits in Response to Harassment: The Supreme Court Suders Decision-Constructive Discharge and the Affirmative Defense**

*6 HOUSTON BUS. & TAX L. JOUR.*

2006