



Tabitha Davisson

Partner

St. Louis
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PRACTICES

- Labor & Employment

EDUCATION

- Stephens College, B.A., summa cum laude, 2003
- Cambridge University, Study Abroad
- University of Missouri-Columbia, J.D., 2006, Order of the Coif, Missouri Law Review

ADMISSIONS

- Illinois
- Missouri
- Missouri USDC, Eastern District
- Missouri USDC, Western District

AFFILIATIONS

- Bar Association of Metropolitan St. Louis
- Missouri Bar Association
- Illinois State Bar Association

EMPLOYMENT

- Thompson Coburn LLP Partner, 2015-Present Associate, 2006-2015 Summer Associate, 2005

COMMUNITY

- Junior League of St. Louis
- Kappa Delta Alumna Association
- American Saddlebred Horse Association
- Legal Services of Eastern Missouri, Volunteer

Tabitha counsels management in all types of disputes related to human resources law.

As a tenacious researcher and litigator who focuses on the broader strategy of a litigation, Tabitha has successfully represented employers in state and federal courts, as well as before administrative agencies like the Equal Employment Opportunity Commission and the Missouri Commission on Human Rights.

Tabitha has litigated discrimination cases, wage and hour collective and class actions, unfair competition cases, and cases brought under Title VII, ADA, FMLA, ADEA, FLSA, Missouri Minimum Wage Act, and the Missouri Human Rights Act. She also represents carriers in RLA and FRSA litigation.

Among her litigation successes, Tabitha has helped employers secure dismissals of lawsuits alleging violations of the FMLA, Equal Pay Act, Title VII, and the MHRA. In one recent case involving high-value discrimination allegations, she helped uncover employee misconduct that prompted the plaintiff to drop all claims against his former employer.

Outside of litigation, clients turn to Tabitha for her practical assistance on day-to-day personnel issues, reductions in force, and wage and hour classification issues. Tabitha recently spent almost 18 months in-house with a client, serving as HR counsel. From her experience, she keenly understands that time-crunched general counsel and HR professionals need prompt, straightforward answers to their most critical HR questions.

Recognitions

- Included in "Missouri & Kansas Super Lawyers" Rising Stars list, 2010-Present

Presentations

- "Worker Misclassifications, Joint Employment, and Other Liabilities Associated with Hiring Third-Party Service Providers"; Ultimate Software HR Conference, Kansas City, October 2015
- Co-Presenter, "Dealing with the Challenges of Telecommuting Workers"; TCLE webinar, May 2015
- Co-Presenter, "Preventing the Walk-Off: Strategies for Handling

Unemployment Appeals"; TC HR Seminar, March 2014

- Co-Presenter, "Social Media: Communications From All Directions"; TC HR Seminar, March 2013

Publications

- "Missouri Employment Privacy Law"; *Media Law Resource Center*, 2011-2012
- "Right to a Jury Trial for Legal Claims: Does the Equitable Cleanup Doctrine Make Sense in Missouri?"; *70 Mo. L. Rev.* 609, 2005