

Biography



Vicki Phipps is a Shareholder with Littler in Houston, Texas. She earned her undergraduate degree from Cornell College and her law degree from Washington University in St. Louis, School of Law.

Vicki Phipps is board certified in labor and employment law by the Texas Board of Legal Specialization. Vicki is an experienced trial lawyer with defense jury verdicts in claims involving sexual harassment, breach of contract, first amendment issues, retaliation and age discrimination cases, in state and federal court.

As a frequent advisor to public and private educational institutions, Vicki conducts workplace investigations and wage and hour audits. Ms. Phipps also provides training and speaks frequently on a variety of topics for employer and industry groups.



Littler Mendelson, PC

(713) 951-9400

vphipps@littler.com

Classes Currently Offered

Fair Labor
Standards Act:
Exempt or
Non-Exempt?

Harassment
Awareness and
Prevention

Classes Currently Offered

Fair Labor Standards Act: Exempt or Non-Exempt?

If you are responsible for classifying positions as exempt or non-exempt under the Fair Labor Standards Act, this class is an absolute must. We will identify the four major exemptions under the FLSA and the multi-factor tests used for classifying positions. You'll also learn best practices for getting it right!

Harassment Awareness and Prevention

Part of your responsibility as a supervisor is to prevent illegal harassment in the workplace. You have to recognize harassment to be able to do that! In this interactive session we will identify all of the legally-protected characteristics; discuss what is and what is not illegal harassment; explore cultural influences that affect our behavior at work; and recognize your role in preventing harassment. After conquering that information, we will analyze the steps to take if you receive a report of harassment. You will have plenty of opportunities to ask questions, role play, and discuss possible solutions to hypothetical situations.



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