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## Leslie A. Stout-Tabackman

Principal  
Washington, D.C. Region\*  
\*Admitted only in DC  
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### Practices

Affirmative Action, OFCCP and Government Contract Compliance  
Wage and Hour  
Workplace Safety and Health

### Services

Biden's Impact on Employers  
Transactional Services  
OSHA's COVID-19 Vaccination and Testing  
Emergency Temporary Standard  
Infrastructure Investment and Jobs Act

### Industries

Construction  
Government Contractors

### Education

American University  
Washington College of Law  
J.D., 1989  
*summa cum laude*  
Outstanding Graduate Award

Colgate University  
B.A., 1981  
International Relations/Political Science

### Admitted to Practice

- 4th Circuit Court of Appeals, 2015

Leslie Stout-Tabackman is a principal in the Washington, D.C. Region office of Jackson Lewis P.C. A substantial part of Leslie's practice is focused on wage hour matters in a variety of industries, and labor and employment requirements for federal government contractors.

Leslie regularly counsels and represents clients with matters before the U.S. Department of Labor's (DOL) Wage and Hour Division, including Fair Labor Standards Act (FLSA) issues and prevailing wage and benefits issues arising under the Service Contract Act (SCA) and the Davis-Bacon Act (DBA). Her prevailing wage practice includes counseling federal contractors and providing comprehensive training on SCA and DBA prevailing wages and benefits requirements, coverage, exemption and worker classification issues, and related contracting procedures from the solicitation and bid stage through completion of the contract. Her wage and hour practice includes advising clients on compliance with the minimum wage and overtime obligations of the FLSA and state wage and hour laws, including classification of positions as exempt or nonexempt, overtime requirements for nonexempt employees, compensation policies for exempt employees, conducting voluntary FLSA compliance audits, and providing education and training sessions for clients on these topics. She regularly represents clients facing DOL FLSA, SCA and DBA audits and has advised and represented clients on these matters before the DOL's Administrative Review Board. Leslie also provides these service in the context of due diligence reviews for mergers and acquisitions.

In addition, Leslie counsels clients on matters involving employment discrimination, non-compete and other employment agreements, employee performance and discipline, and termination of employment. Leslie has extensive experience in conducting effective internal investigations of workplace claims and grievances, including harassment and other claims employers typically face.

Leslie is a frequent speaker at seminars and conferences on wage and hour and prevailing wage law matters, including presentations for the Practicing Law Institute, the Power & Communications Contractors Association, and several events hosted by the National Association of Mortgage Brokers and state -affiliated mortgage brokers' associations regarding wage and hour compliance in the mortgage industry. In addition, she has developed and co-taught a course on prevailing wage laws and co-taught a course on covenants not to compete for the District of Columbia Bar's Continuing Legal Education program.

She is a current senior editor of *Wage and Hour Laws: A State-by-State Survey* (BNA-ABA publication).

While attending law school, Leslie served as editor-in-chief of the *American University Law Review*, received the Outstanding Graduate Award, and was elected to the Washington College of Law's Honor Society.

- District of Columbia - D.D.C., 1990
- District of Columbia, 1990

## Honors and Recognition

- *The Best Lawyers in America*®, "Employment Law - Management" (2022)

## Professional Associations and Activities

- American Bar Association
- District of Columbia Bar
- Practicing Law Institute Faculty, 2010-2011

## Published Works

- *Fair Labor Standards Act*. BNA/ABA, 2nd Edition & Supplements (2009-2011) [Contributing-Editor]
- *Wage and Hour Laws: A State by State Survey*. BNA/ABA (2011) [Senior Editor]
- *Age Discrimination in Employment Law & Supplements*. BNA/ABA (2009-2011) [Contributing Editor]
- *Employers Guide to Preventing Discrimination*. Thompson Publishing (2008) [Co-Author]
- "Focus on the Service Contract Act: 3 Part Series," *Federal Employment Law Insider* (May-August 2007) [Author]