

Tami Essis Culkar

Partner

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Service Focus

- Counseling and Advice
- Labor Relations

Industry Focus

- Construction
- Healthcare

Overview

Tami Essis Culkar is co-leader of the firm's Construction Industry team. Tami has been a traditional labor lawyer for nearly 20 years, representing private and public sector employers in contract negotiations, grievance arbitrations, unfair labor practices charges, strikes, and other litigation involving employment law and benefits.

Tami is a skilled negotiator who bargains pro-employer collective bargaining agreements with a constructive and collaborative approach. She has negotiated over a hundred labor agreements covering industries including education, performing arts, logistics, cannabis, construction and hospitality. She utilizes her training in interest-based approaches to negotiate client-centered agreements that enhance effective operations and improve employer-employee relations. Her practical and efficient approach allows her to help clients reach their goals while building relations.

If union avoidance and/or litigation is required, however, Tami has conducted labor board hearings concerning representation, unfair labor practices, work jurisdiction disputes, and unit clarification. She works to mitigate clients' risk and achieve business goals through cost-effective and pragmatic approaches.

Tami regularly counsels employers on a spectrum of personnel management issues including Title VII, Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA), Age Discrimination in Employment Act (ADEA), National Labor Relations Act (NLRA), Colorado Labor Peace Act, Healthy Families and Workplaces Act, and work-related implications of COVID-19. She is uniquely qualified based on her years of negotiating and understanding of human nature.

Credentials

Education

- J.D., 2004, Catholic University of America, Columbus School of Law
- B.A., 2001, Pennsylvania State University

Bar Admissions

- California
- Colorado

Insights

INSIGHTS

01/07/25

Construction Industry Records High Fatality Numbers Once Again: 10 Steps You Can Take to Address Workplace Dangers

Collin D. Cook, Tami Essis Culkar, Todd B. Logsdon, Abby H. Putzulu, Kristin R.B. White

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NEWS

12/18/24

Fisher Phillips Remains Steady With 25 Attorney Partnership Class

Wendy Baker, Lauren Bushman, Aaron Cargain , Tami Essis Culkar, Alex G. Desrosiers, J. Micah Dickie, Scott Fanning, Lauren Frisch, Stephen R. Gee, Kari E. Gibson, Gabrielle Giombetti, JonVieve D. Hill, Janet M. Himmel, Nicholas S. Hulse, R. Shane Kagan, Jennifer S. Kiesewetter, Vance O. Knapp, Eliza L. Lloyd, Mary Grace Miller, Ariella T. Onyeama, Erin Price, Jenna B. Rubin, Kelsey E. Schiappacasse, Erica G. Wilson, Danielle Krauthamer Zobel, John M. Polson

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12/17/24

Fisher Phillips Elects 25 Attorneys to 2025 Partnership Class

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INSIGHTS

12/06/24

Feds Focus on Construction Industry Harassment Again with New Guide for Federal Contractors: 7 Key Takeaways

Sheila M. Abron, Collin D. Cook, Tami Essis Culkar

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INSIGHTS

10/08/24

FP Cannabis Flash Survey: Industry Analysis for Construction, Healthcare, Hospitality, and Manufacturing Employers

Colin P. Calvert, Collin D. Cook, Laurel K. Cornell, Tami Essis Culkar, Stephen C. Mitchell, Alden J. Parker, Andria Lure Ryan, Hannah Sweiss

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INSIGHTS

03/01/24

Workplace Law Update: 10 Essential Items on Your March To-Do List

Sheila M. Abron, Steven M. Bernstein, Amanda M. Blair, Raeann Burgo, Kathleen McLeod Caminiti, Melissa Camire, Patrick J. Collopy, Tami Essis Culkar, Alex G. Desrosiers, Benjamin M. Ebbink, Darcey M. Groden, Usama Kahf, Aymara Ledezma, Joshua D. Nadreau, Jacklin Rad, Jennifer B. Sandberg, Nan Sato, Henry Thomson-Smith, J. Hagood Tighe, Connie Yang

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INSIGHTS

02/02/24

Workplace Law Update: 10 Essential Items on Your February To-Do List

Steven M. Bernstein, Amanda M. Blair, Risa B. Boerner, Kathleen McLeod Caminiti, Melissa Camire, Patrick J. Collopy, Tami Essis Culkar, J. Micah Dickie, Benjamin M. Ebbink, Anthony Isola, Sean Kingston, Casandra Ozcimder, Abby H. Putzulu, Melody L. Rayl, Julia A. Sherwood, Andrew J. Sommer, Sharon Suh, Henry Thomson-Smith, J. Hagood Tighe, David Witkin

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NEWS

11/22/23

Denver Attorney Discusses How Employers Should Prepare for the New NLRB Joint-Employer Rule

Tami Essis Culkar

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INSIGHTS

11/03/23

Workplace Law Update: 10 Essential Items on Your November To-Do List

Alba V. Aviles, Steven M. Bernstein, J. Randall Coffey, Patrick J. Collopy, Tami Essis Culkar, Benjamin M. Ebbink, Scott Fanning, Chantell C. Foley, Edward F. Harold, Ralph Hua, Wendy Hughes, Jang Hyuk Im, David S. Jones, Jennifer S. Kiesewetter, Joshua

Klein, Alexandra LaCombe, Richard R. Meneghello, Steve A. Miller, Joshua D. Nadreau, Lisa Nagele-Piazza, Ashton M. Riley, Shanon R. Stevenson, David J. Walton, Sarah Wieselthier, Spencer W. Waldron

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NEWS

10/27/23

Denver Attorney Discusses NLRB's Final Rule Broadening Joint-Employer Standard

Tami Essis Culkar

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