

Kelly Robreno Koster

Partner

kelly.koster@bracewell.com

NEW YORK

+1.713.221.1362

HOUSTON

+1.713.223.2300



Kelly Robreno Koster focuses her practice on labor and employment law. Her broad practice offers employers extensive experience in discrimination, termination, restrictive covenant, Fair Labor Standards Act (FLSA), Americans with Disabilities Act (ADA), Family and Medical Leave Act (FMLA) and statutory employee benefits litigation. She also drafts employment documentation such as employment and severance agreements, policies, and handbooks, assists companies with identifying and navigating employment issues that surface during a merger or acquisition, and conducts complex workplace investigations.

Prior to joining Bracewell, Kelly was a litigation partner at a national law firm in New York, as well as at a Texas-based law firm in Houston. In addition, she served as general counsel for an international staffing company, where she was chiefly responsible for compliance with global employment laws.

Following law school, Kelly served as a law clerk to former Chief Judge Jose L. Linares in the US District Court for the District of New Jersey.

Industries

[Energy](#)

[Finance](#)

[Healthcare](#)

[Infrastructure](#)

Practices

[Employee Benefits & ERISA](#)

[Labor & Employment](#)

[Litigation](#)

Experience

Flowco Production Solutions

- successfully defended oilfield services company against claims by former employees that the company had violated the Fair Labor Standards Act (FLSA)*

Atalian Global Services

- secured dismissal of multiple contract claims brought against a foreign client and its US entity*

** Work completed prior to Bracewell*

Credentials

Education

- American University, Washington College of Law, J.D., 2009
- Cornell University, B.S., 2006

Bar Admissions

- Texas
- New York
- New Jersey

Affiliations

- Momentum Education, Board Member, 2024 – Present
 - Dobbs Ferry Public Library, Board Member, 2017 – 2021
 - New York County Lawyers' Association
 - NYC Cornelians
-

Recognition

Lawdragon Inc.

- *Lawdragon 500 Leading Corporate Employment Lawyers*, Labor & Employment Litigation, 2024 – 2025
- *Lawdragon 500 X – The Next Generation*, Labor & Employment, 2024

Thomson Reuters

- *New York Super Lawyers*, 2016 – 2018

Vanguard Magazine

- *Women in Law*, 2019

US District Court for the District of New Jersey

- Judicial Law Clerk

US Court of Appeals for the Third Circuit

- Judicial Intern

US District Court for the District Court of New Jersey

- Judicial Intern

American University, Washington College of Law

- *American University International Law Review*, Editor
- Moot Court Honor Society

Resources

Supreme Court “Clarifies” Employer Duty to Make Religious Accommodations

Update

NLRB Revises Test for Evaluating Workplace Policies

Update

Fifth Circuit Expands Title VII Exposure for Employers

Update

FTC Bans Nearly All Non-Compete Agreements

Update

Texas District Court Sets Aside FTC Non-Compete Ban: What Employers Should Consider

Update

Compliant Hiring: Current Legal Obligations When Building Your Workforce

Video

Publications & Speeches

- "Did the Supreme Court Change the Rules for Business?" Greater Houston Partnership's One Houston Together Workshop Series, November 9, 2023.
- "Tangled Up in Dobbs: How the ADA, FMLA and Workers' Compensation Intersect and Interact with State-level Abortion Restrictions," *HR News Magazine*, July 27, 2022.
- "FMLA, ADA, and Workers' Comp: Ensuring Compliance and Avoiding Violations," National Business Institute, May 20, 2022.

- “Mentorship Matters but Sponsorship Moves the Needle,” CenterForce’s Driving Diversity in Law & Leadership Conference, April 27, 2022.
- “Labor and Employment, Litigation and Risk Management Issues,” ASKP3 Virtual Annual Conference, November 3, 2021.
- “Time’s Up in Texas: State Expands Scope of Liability for Workplace Sexual Harassment Claims,” *The Texas Lawbook*, October 8, 2021.
- “How the ADA and FMLA Intersect and Interact: Fitness for Duty, Workplace Accommodations, and Return to Work Issues,” National Business Institute, July 6, 2021.
- “The Americans with Disabilities Act (ADA): Start to Finish,” National Business Institute, December 2020.
- “Advanced Employment Law: What You Need to Know,” National Business Institute, June 2020.