

Margaret Hart Edwards

Shareholder

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Practice Areas

Class Actions
Whistleblowing and Retaliation
Discrimination and Harassment
Wage and Hour
International Employment Law

Overview

Margaret Hart Edwards advises and represents employers in a broad variety of employment and labor matters focusing on the defense of discrimination, retaliation and wrongful discharge claims, and discrimination and wage and hour class actions. Since beginning practice in 1975, she has litigated hundreds of cases in state and federal courts. She also appears before the Equal Employment Opportunity Commission and California agencies related to employment. Margaret has significant experience with claims arising under:

- The Americans with Disabilities Act
- Title VII
- The Fair Labor Standards Act
- The Family and Medical Leave Act
- California labor laws

Additionally, Margaret routinely advises employers on legal compliance, including international employment compliance, litigation prevention measures and business restructuring. She also provides training to managers and human resources professionals on employment law subjects. She works with both the Littler Learning Group and ELT, Inc. to develop new training programs.

Margaret has substantial experience in mediation and serves as a mediator and neutral evaluator for the United States District Court for the Northern District of California. She also has trained early neutral evaluators.

Margaret works with a wide range of clients, including:

- Manufacturers

- Restaurant chains
- Retailers
- Home builders
- Law firms
- Non-profit corporations

Margaret has written more than three dozen articles on employment law subjects, such as:

- Bullying in the workplace
- How to avoid retaliation claims
- Role of remarks in discrimination cases
- Employment contracts
- Preventing workplace violence
- Discrimination against individuals with mental disabilities
- Preventing sexual harassment
- Email and Internet usage policies
- Telecommuting issues
- Steps to avoid employment litigation
- The Americans with Disabilities Act
- How to hire good people legally

She served as volunteer advisor on draft rules relating to disability and leaves of absence for the California Fair Employment and Housing Commission. A frequent speaker, Margaret has appeared before industry, human resources and bar groups. She has lectured at the University of California, Berkeley School of Law; Stanford University School of Law; and Golden Gate University School of Law.

Margaret serves on Littler Mendelson's Board of Directors and is chair of the Shareholder Candidates Committee. Previously, she was a partner and head of the employment, labor and employee benefits practice at two firms in San Francisco. In law school, she was on the board of editors of the *Journal of Criminal Law and Criminology*.

Professional and Community Affiliations

- Member, Labor and Employment / Litigation / International Law sections - American Bar Association
- Member, Labor / Litigation sections - State Bar of California
- Member, Bar Association of San Francisco
- Member, Defense Research Institute

Recognition

- Named, *The Best Lawyers in America*, 2012 and 2013
- Named, International Who's Who of Management Labour and Employment Lawyers - *Who's Who Legal*, 2012
- Named, Management Labour and Employment Lawyers - *Who's Who Legal*, 2011
- Named, Super Lawyer - California, 2008-2011
- Recipient, Spirit of CEB Award - Continuing Education of the Bar, 2010
- Awarded, Martindale-Hubbell AV Peer Review Rating

- Advisor/member, 98th International Labour Conference of the International Labour Organization, United States Delegation, 2009
- Recipient, Wigmore Prize

Education

J.D., Northwestern University, 1975, *cum laude*

B.A., University of Chicago, 1972, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

California Supreme Court

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. Tax Court

Publications & Press

September 7, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

August 2012

Recognizing and Preventing Family Responsibilities Discrimination

DRI for the Defense

June 12, 2012

Littler Named World's Leading Law Firm for Management Labor and Employment Work

Littler Press Release

May 7, 2012

New Calif. Pregnancy, Disability Regs Raise Eyebrows

Littler In the New

February 15, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

September 12, 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

July 11, 2011

Littler Recognized as Highly Regarded Labor & Employment Firm by Who's Who Legal and Dominates its Top Attorneys List

Littler Press Release

June 27, 2011

Financial Inducements for Health Risk Assessments Are Slippery Slope

Littler In the New

June 2011

Confronting Workplace Violence

Defense Magazine Defense Research Institute

May 18, 2011

Managers Should Not Reject Shift Change Requests Automatically

Littler In the New

March 28, 2011

EEOC Issues Regulations Under the ADA Amendments Act

Littler ASAP

February 2011

Risques psychosociaux: perspectives internationales, Les Cahiers du DRH, Psychosocial Risks:International Perspectives

Human Resources Director Journal, France, contributor

September 30, 2010

The Littler Ten: Employment, Labor and Benefit Law Trends for Navigating the New Decade

Littler Report

September 27, 2010

Margaret Hart Edwards Honored With Continuing Education Of The Bar's "Spirit Of CEB" Award

Littler Press Release

April 1, 2009

Margaret Hart Edwards Addresses Various Types of Employee Conflicts

Littler In the New

March 12, 2009

Proposed Regulations Under Federal Genetic Information Nondiscrimination Act (GINA) Suggest Employer Action Now

Littler ASAP

September 25, 2008

Congress Tells the Courts How to Interpret the ADA

Littler ASAP

February 11, 2008

Office romance? First, sign a contract.

Littler In the New

December 27, 2007

Margaret Hart Edwards Expresses Importance of Well-Defined FMLA Provisions

Littler In the New

July 12, 2007

Margaret Hart Edwards Comments on DOL's FMLA Report

Littler In the New

February 2, 2007

Margaret Hart Edwards Says Office Romance is a Bad Idea

Littler In the New

December 15, 2006

Margaret Hart Edwards Helps Employers Stay on the Right Side of the Law

Littler In the New

November 1, 2006

The Manager's Simple Guide to Avoiding Retaliation

Littler Article

October 15, 2006

Margaret Hart Edwards Takes a Closer Look at Poor Hiring Practices

Littler In the New

October 6, 2006

Margaret Hart Edwards Notes Employers Have Tougher Rules on Harassment

Littler In the New

June 28, 2006

Margaret Hart Edwards and Dominic Messiha Shed Light on New EEOC Guidelines

Inside Counsel

June 15, 2006

The Importance of Getting It Right: Court Rules Reasonable Accommodation Must be Provided to Workers "Regarded As" Disabled

Littler ASAP

June 1, 2006

Margaret Hart Edwards Advises Employers to Seek Alternatives with Ex-Con Employees
Inside Counsel

May 30, 2006

Margaret Hart Edwards Advises Employers on Best Hiring Practices
Littler In the New

February 23, 2006

Context Counts: The Word "Boy" May Be a Racial Epithet At Work
Littler ASAP

February 22, 2006

A Practical Approach to Reasonable Accommodation
Littler Article

January 12, 2006

Court: Nonsexual Abusive Behavior May Be Sexual Harassment
HR Executive

September 13, 2005

Men's Temper Tantrums That Bother Women May Be Sex Discrimination
Littler ASAP

September 2, 2005

Margaret Hart Edwards comments on the growing wage and hour class action suits
Littler In the New

July 2005

Why I Still Litigate After 29 Years
California Lawyer Magazine

July/August 2005

Words That Kill: An Executive's Guide to Staying Off the Witness Stand
Executive Counsel Magazine

Winter 2004

Class Acts
California Employment Law Magazine

March 1993

The ADA And Your Firm
American Lawyer Management Service

1992

The ADA and the Employment of Individuals with Mental Disabilities
18 Employee Relations L.J. 347

1991

A New Personnel Law Challenge: The Americans With Disabilities Act
10 ALA News No. 4

Winter 1991

Proposed EEOC Regulations Under the Americans with Disabilities Act
California Business Law Practitioner

Speaking Engagements

September 26, 2011

Class Action Summit (By Invitation Only)
Carlsbad, CA

January 25, 2011

Northern California Employment Law Update
San Francisco, CA

October 15, 2009

Landmines, Trends and Tools
San Francisco, CA

July 24, 2009

Getting Past the EFCA Hype and Getting Down to Business

July 24, 2009

Meeting the Compliance Challenges of a Reinvigorated HIPAA and the Genetic Information Non-Discrimination Act of 2009

May 22, 2007

Kenneth Cole Postmortem: 5 Steps to Putting Meal & Rest Break Liability Behind You

Books & Book Chapters

- Employment Contracts, *Annotated Employment Document Guide*, CEB, chapter author, co-author: Cravens, 2011
- Employment Contracts and Executive Compensation, *Advising California Employers and Employees*, Chapter 2, CEB, co-author: Rowan
- Notice-Posting, Training, and Recordkeeping Requirements, *Advising California Employers and Employees*, Chapter 9, CEB
- Religious Discrimination in the Workplace – United States, *Religious Discrimination in the Workplace*, Ius Laboris, 2010

- *Guide to International Employment and Labor Law*, LexisNexis, co-author, 2008
- *Employment Class Actions*, LexisNexis, co-author, 2007

Blog Posts

December 21, 2009

Small "Facilitation Payments" Are Higher Risk Now, Due to OECD Recommendation
Global Employment Law, December 21, 2009

October 7, 2009

U.S. Department of Labor Taking an Interest in the ILO
Global Employment Law, October 7, 2009