



## Deidra A. Nguyen

Shareholder

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## Focus Areas

Discrimination and Harassment  
Policies, Procedures and Handbooks  
Hiring, Performance Management and Termination  
Leaves of Absence and Disability Accommodation  
Employment Practices Audits  
Emerging Technologies and Venture Capital  
Littler X-celerator Toolkits

## Overview

Deidra A. Nguyen advises employers of all types and sizes regarding various employment and personnel issues and claims, including discrimination and harassment, disability and accommodation, paid sick leave and leaves of absence, wage and overtime, workers' compensation, and unemployment. She helps clients stay current and compliant with an ever-changing legal landscape by providing workplace training and drafting employee handbooks, policies, and employment agreements.

Prior to joining Littler in 2011, Deidra was an associate at a Washington law firm where her employment and commercial litigation practice included representing businesses in contract and lease disputes, asbestos defense, insurance coverage, and bad faith and collection matters.

Deidra is a graduate of the 2011 Tacoma-Pierce County Chamber Leadership Program. She clerked for the Hon. Robert J. Bryan and the Hon. Benjamin H. Settle of the U.S. District Court, Western District of Washington at Tacoma. In law school, Deidra was a member of the editorial board and symposium chair of the *Seattle University Law Review*.

## Professional and Community Affiliations

- Member, Board of Directors, South King County Chapter, Society for Human Resource Management
- Member, Board of Directors, Vietnamese-American Bar Association of Washington
- Member, Federal Bar Association, Western District of Washington

## Recognition

- Named, Rising Star, *Super Lawyers*, 2015-2020
- Recipient, Faculty Scholar Award, *Seattle University School of Law*
- Recipient, Law Presidential Scholarship, 2003-2005
- Dean's List, *Seattle University School of Law*, 2003-2006
- Dean's List, University of Washington, 2000-2003
- Recipient, CALI Awards, Constitutional Law, Evidence, Legal Writing II
- Recipient, Washington Promise Scholarship

## Education

J.D., Seattle University School of Law, 2006, *summa cum laude*

B.A., University of Washington, 2003, *magna cum laude*

## Bar Admissions

California

Washington

## Courts

U.S. Court of Appeals, 9th Circuit

US District Court: Western District of Washington

U.S. District Court, Eastern District of Washington

U.S. Bankruptcy Court, Western District of Washington

## Publications & Press

**Sonoma County, California Extends and Retroactively Expands Emergency Paid Sick Leave Ordinance**

*Littler ASAP*

June 9, 2021

**Unused Vacation Days: What You Should Know**

*The Wall Street Journal*

October 21, 2020

**What Happens to My Unused Vacation Days?**

*The Wall Street Journal*

October 18, 2020

**Just in Time for Handbook Season, California Passes Sweeping Expansion of Family Leave Law**

*Littler Insight*

September 25, 2020

**California Expands COVID-19 Supplemental Paid Sick Leave Requirements**

*Littler Insight*

September 10, 2020

**Washington State Institutes Supplemental Paid Sick Leave Requirement for Food Production Workers**

*Littler Insight*

August 28, 2020

**San Diego County Climate Changes Again on Mandatory Temperature Checks**

*Littler ASAP*

June 25, 2020

**Temperature Check Requirements for the New Phase of Reopening in San Diego**

*Littler ASAP*

June 12, 2020

**Washington State Reopens for Business with New Policies, Procedures, and Protective Equipment**

*Littler Insight*

May 28, 2020

**California Extends COVID-19 Paid Sick Leave to Essential Food Sector Workers**

*Littler ASAP*

April 17, 2020

**Dear Littler: Do We Have to Provide the Kitchen Sink (Literally!) to Lactating Employees?**

*Dear Littler*

September 16, 2019

**Dear Littler: What is the Story with Employee Election Leave?**

*Dear Littler*

October 3, 2018

**Washington State Amends Domestic Violence Leave Law**

*Littler ASAP*

April 17, 2018

**Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

**Making the Most of Your 2018 Employee Handbook**

*XpertHR*

November 1, 2017

**What's All the Fuss About? An Overview of Fair Scheduling Requirements, and a Few Tips for Staying on Top of Them All**

*Littler Podcast*

October 4, 2017

**Who Could Have Predicted? Fair Scheduling Requirements Pose Compliance Challenges for Retail, Restaurant and Other Employers**

*Littler Insight*

September 18, 2017

**California Employers Must Note Expansive Anti-Discrimination Rules**

*SHRM Online*

September 5, 2017

**Reparando los Daños: Las Responsabilidades del Empleador como Consecuencia del Huracán Harvey**

*Littler Insight*

August 30, 2017

**After Hurricane Harvey, Here's What Employers Must Do**

*TLNT*

August 30, 2017

**Picking Up the Pieces: Employer Responsibilities in the Aftermath of Hurricane Harvey**

*Littler Insight*

August 29, 2017

**4 Wage and Hour Challenges for California Employers**

*SHRM Online*

August 22, 2017

**4 California-Specific Leave Challenges for Employers**

*SHRM Online*

August 9, 2017

**City of Tacoma Issues Rules Interpreting Paid Leave Ordinance**

*Littler Insight*

September 16, 2015

**Tacoma is the Third Washington City to Mandate Paid Leave**

*Littler Insight*

May 29, 2015

**CEO Advisor: Human Resources**

*Seattle Business*

December 22, 2014

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**Littler Bolsters Pacific Northwest Presence with a Group of Four New Attorneys**

*Littler Press Release*

September 13, 2011

**Partisanship Redefined: Why Blanket Primaries are Constitutional**

*29 Seattle U. L. Rev. 495*

2006

**Speaking Engagements**

**Washington Update: New Employment Law Legislation for 2021-2022**

May 17, 2022

**Paid Family Feud: Navigating Dueling State- and Employer-Sponsored Leave and Wage-Replacement Programs**

Littler Executive Employer Conference

May 5, 2022

**Paid Family and Medical Leave: The New Frontier**

Business Management Daily Webinar

December 10, 2021

**Perplexed to Oblivion: The Conundrum of Using PTO and Unlimited Time Off Policies for Paid Sick Leave Compliance**

Littler Webinar

December 9, 2021

**Littler's Second Annual Employee Handbook Update**

November 12, 2021

**Paid Family and Medical Leave – The New Leave Frontier**

Littler Webinar

October 20, 2021

**An In-depth Look at Paid Family and Medical Leave Programs**

July 21, 2021

**Washington Paid Family and Medical Leave 201: Lessons Learned and Frequently Asked Questions**

Seattle, WA

March 30, 2021

**New Year, New Handbook**

January 25, 2021

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session Ten**

January 8, 2021

**The Rite of Fall: Preparing Policy Handbooks for the Coming Year**

October 19, 2020

**Littler's First Annual Employee Handbook Update**

October 14, 2020

**COVID-19 in the Workplace: Recent Developments and Compliance Challenges**

October 2, 2020

**Returning to the Workplace**

Webinar, National Association of Church Personnel Administrators

May 28, 2020

**Southern California Legal Update Series - San Diego**

San Diego Marriott Del Mar 11966 El Camino Real San Diego, CA 92130

January 14, 2020

**Employee Handbooks: Keeping Up with the "Do's and Don'ts" to Achieving Compliance**

September 11, 2019

**Washington Paid Family and Medical Leave Update**

September 10, 2019

**Employee Handbooks: Keeping Up with the "Do's and Don'ts" to Achieving Compliance**

Webinar

July 18, 2019

**Southern California Legal Update Series - San Diego**

San Diego, CA

January 8, 2019

**The Top Employment Law Issues Impacting Startups & Nuts and Bolts of Hiring / Firing**

San Francisco

October 2, 2018

**17th Annual All Day Labor Law Seminar**

American Payroll Association, San Diego Chapter

July 28, 2018

**#NotYouToo: Conducting Workplace Investigations in the Aftermath of #MeToo**

West Sound Human Resource Management Association Spring Workshop

May 9, 2018

**Handbooks**

Littler Executive Employer, Phoenix, AZ

May 4, 2018

**Top 10 HR Strategies to Mitigate Risk & Ensure Compliance**

2018 Washington State Employment Law & HR Conference - Washington State SHRM

April 20, 2018

**Southern California Legal Update - San Diego**

San Diego, CA

December 7, 2017

**Is That in Writing? Making the Most of Your 2018 Employee Handbook**

Xpert HR

October 25, 2017

**ASA Washington Staffing Symposium**

Seattle, WA

September 21, 2017

**New Parental Leave Laws in California**

Lorman Webinar

April 5, 2017

**The Good, The Bad, and The Ugly: A Legal Update**

2017 Washington State Employment Law & HR Conference - Washington State SHRM

March 31, 2017

**Washington State Employment Law Update**

American Staffing Association, Washington Council

November 10, 2016

**Politics in the Workplace: Election and Employment Law Collide**

Annual Lunch and Learn - Hot Topics for HR Professionals

October 20, 2016

**All Day Labor Law Seminar**

American Payroll Association, San Diego Chapter

July 16, 2016

**Employment Law Update with a Side of BYOD**

Seattle SHRM, Seattle, WA

May 19, 2016

**FLSA Update and Employee Classification Guidelines**

Paychex Webinar

April 18, 2016

**Risk Management for Employee Separations**

2016 Washington State Employment Law & HR Conference - Washington State Human Resources Council, Bellevue, WA

March 18, 2016



**The Essential Employee Handbook**

2016 Symposium - Lake Washington Human Resource Association, Bellevue, WA  
February 9, 2016

**2015 in Review: A Legal Update**

South King County Human Resources Association  
January 21, 2016

**Washington Employment Law Update**

Staffing Owners and Senior Managers Conference - Staffing Association of Washington  
November 19, 2015

**Conducting Lawful Investigations**

West Sound Human Resource Management Association Fall Conference  
November 4, 2015

**Background on Background Checks**

Compliance Insights with Alliance 2020  
October 29, 2015

**HR Legal Yearbook: New Faces and Old Friends**

Seattle SHRM, Seattle, WA  
May 21, 2015

**Conducting Lawful Investigations**

2015 Washington State Employment Law & HR Conference - Washington State Human Resources Council  
March 27, 2015

**Responding to Legal Sea Changes with Agility**

2015 Symposium - Lake Washington Human Resource Association, Bellevue, WA  
February 10, 2015

**2014 in Review: A Legal Update**

South King County Human Resources Association  
January 15, 2015

**HR'S New Business Partner – The Bottom Line**

West Sound Human Resource Management Association  
January 14, 2015

**Washington Employment Law Update**

Staffing Owners and Senior Managers Conference - Staffing Association of Washington  
October 29, 2014

**HR in Business**

South King County Human Resources Association  
September 18, 2014

**Wait, what just happened!?! (Legislative, Judicial, and Regulatory Innovations in Employment Law)**

2014 Symposium - Lake Washington Human Resource Association, Bellevue, WA  
February 11, 2014

**Year In Review**

Seattle, WA  
January 22, 2014

**Washington Employment Law Update**

South King County Human Resources Association (SKCHRA), Kent, WA  
January 16, 2014

**Washington Employment Law Update**

Staffing Owners and Senior Managers Conference - Staffing Association of Washington, Seattle, WA  
November 7, 2013

**Conducting Lawful Investigations Workshop**

Seattle, WA  
September 12, 2013

**Leave Me Alone: Coordinating Leaves of Absence Under Federal, State, and Local Leave Laws**

15th Annual Employment Law & Legislative Conference - Washington State SHRM Council, Bellevue, WA  
March 12, 2013

**HR'S New Business Partner**

2013 Symposium - Lake Washington Human Resource Association, Bellevue, WA  
February 13, 2013

**2012 in Review: A Legal Update**

South King County Human Resources Association (SKCHRA), Kent, WA  
January 17, 2013

**Top 10 Wage and Hour Compliance Tips**

August 24, 2012

**Leave Me Alone: Tips and Tricks for Complying with Federal, State, and Local Leave Laws**

Chapter Meeting - Olympia SHRM, Olympia, WA

July 10, 2012

**Leave Me Alone: Tips and Tricks for Complying with Federal, State, and Local Leave Laws**

Seattle, WA

May 2, 2012

**The Essential Employee Handbook**

Seattle, WA

April 4, 2012

**Nuts and Bolts of Hiring and Firing**

Seattle, WA

March 7, 2012

**Leave Me Alone: Tips and Tricks for Complying with Federal, State, and Local Leave Laws**

Kent, WA

February 16, 2012

**Employment Law Update**

Employment Law Luncheon

2009 and 2011

**The Essential Employee Handbook**

Tacoma Chapter - Painting and Decorating Contractors of America

March 2011

**The Top 5 Reasons to Have an Employee Handbook**

Tacoma Executives Association

July 2010

**At the Intersection of Antitrust and Intellectual Property Law: Looking Both Ways to Avoid a Collision**

Law Review Symposium - Seattle University School of Law

April 7, 2006

**Where's my Vote: Lessons Learned from Washington State's Gubernatorial Election**

Law Review Symposium - Seattle University School of Law

April 16, 2005

**Books & Book Chapters**

- *Littler on Reductions in Force: Information for the Downsizing Employer*, Littler National Employer Library, 2016
- *Survey of State Laws Regarding Gender Identity and Sexual Orientation Discrimination in the Workplace*, Chapter 20, *Gender Identity and Sexual Orientation in the Workplace: A Practical Guide*, Bloomberg BNA, chapter contributor, 2014