

K. Sage Fahimi

Shareholder

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Focus Areas

Wage and Hour
Appellate Practice
Discrimination and Harassment

Overview

As an accomplished litigator, Khatereh Sage Fahimi defends her clients' interests in all aspects of employment law. In particular, she possesses a deep understanding of California wage and hour law and the legal issues involving California's Private Attorneys General Act (PAGA), class action lawsuits and other representative claims.

Sage's creative solutions clear away the confusion for company executives who seek to understand the nuances of California's complicated and ever expanding labor code and California specific oddities such as PAGA, which under the statute allows employees to sue for civil penalties once only recoverable by the government. She also works extensively with healthcare and hospitality employers, applying her knowledge of these industries to develop practical solutions that address the unique operational needs of her clients.

Among her accomplishments on behalf of clients are the following:

- Defended multiple national companies in defeating PAGA claims in federal circuit courts, with some lawsuits involving thousands of employees
- Prepared dozens of wage analysis calculations for courts establishing a company's defense, while pointing out flaws in plaintiffs' numbers
- Blocked certification of potential 20,000-employee class working in California for healthcare company. Plaintiffs claimed employer failed to follow state law regarding meal and rest breaks
- Enforced numerous arbitration agreements and class action waivers in California courts

Previously, Sage was a public information officer for the California Department of Transportation, where she honed her client-centric approach to problem solving. In working within public affairs, she learned that the best response required not only a vast base of institutional knowledge about the department, but the willingness to listen to people and precisely identify their concerns.

Similarly, in advising and representing her clients today, Sage diligently works with her clients to make sure she understands their business model and goals so that she not only proposes a solution, but develops their solution.

During law school, Sage was a Law School Admission Test (LSAT) instructor for Kaplan, the test preparation service. She provided private tutoring and taught classes, specializing in guidance for students with the logic portion of the test.

Professional and Community Affiliations

- Officer, Fresno County Women Lawyer, 2011-2012
- Board Member, Fresno County Women Lawyer, 2011-2012
- Officer, Fresno County Young Lawyers, 2008-2012
- Board Member, Fresno County Young Lawyers, 2008-2012
- Member, San Diego County Bar Association, 2012-present
- Member, Fresno County Bar Association, 2008-2012
- Member, Ontario Chamber of Commerce, 2018-present
- Member, Inland Empire Regional Chamber of Commerce, 2018-present

Recognition

- Recipient, Moot Court Honors Program Award for Outstanding Brief Writer, *University of California, Los Angeles School of Law*

Education

J.D., University of California, Los Angeles School of Law, 2007

B.A., University of California, Riverside, 2004, *magna cum laude*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit
U.S. District Court, Central District of California
U.S. District Court, Southern District of California
U.S. District Court, Eastern District of California
California Supreme Court

Languages

Farsi

Publications & Press

Littler Elevates 28 Attorneys

Littler Press Release

January 2, 2019

California's Supreme Court Limits the Reach of State Kin Care Law

Littler Insight

February 26, 2010

Speaking Engagements

Southern California Legal Update Series - Ontario

DoubleTree Hilton Ontario Airport 222 North Vineyard Avenue Ontario, California 91764

February 27, 2020

Southern California Legal Update Series - Ontario

Doubletree Ontario 222 N Vineyard Ave. Ontario, CA 91764

January 15, 2019

NotYouToo: Conducting Workplace Investigations in the Aftermath of #MeToo

SHRM Legal Insights Conference, San Diego, CA

November 7, 2018

17th Annual All Day Labor Law Seminar

American Payroll Association, San Diego Chapter

July 28, 2018

Southern California Legal Update - Ontario

Los Angeles, CA
January 30, 2018

Southern California Breakfast Briefing - Ontario

Irvine, CA
January 24, 2017

Southern California Breakfast Briefing - San Diego

San Diego, CA
January 5, 2017

New Employment and Labor Laws for 2016 - Ontario

Los Angeles, CA
February 11, 2016

New Employment and Labor Laws for 2015

Los Angeles, CA
January 23, 2015

New Employment and Labor Laws for 2014 and 2015

Irvine, CA
January 24, 2014

Books & Book Chapters

- *Gender Identity and Sexual Orientation in the Workplace: A Practical Guide*, Bloomberg BNA, North Dakota, South Dakota, and Nebraska, 2013
- *Employment Contracts, The Annotated Employment Document Guide*, Continuing Education of the Bar (CEB), 2011
- *The National Employer*, LexisNexis, contributing author, 2009-2012