



Courtney O. Chambers

Associate

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Focus Areas

Discrimination and Harassment
Wage and Hour
Labor Management Relations
Leaves of Absence and Disability Accommodation

Overview

Courtney O. Chambers represents employers in all phases of labor and employment law. She focuses on defending clients in single-plaintiff and class actions involving discrimination, sexual harassment, wrongful discharge, and complex wage and hour matters. She has represented clients in these matters in state and federal court, as well as various state and federal agencies. Courtney's background in labor relations has also made her a go-to associate for union-related matters. She assists in collective-bargaining negotiations, handles unfair labor practice charges before the National Labor Relations Board (NLRB), and counsels clients on labor issues.

In addition, Courtney regularly advises clients on employment issues, including workplace policies, leaves of absence, discipline and performance issues, disability accommodation, and wage and hour issues.

During law school, Courtney interned at the NLRB Region 2 as well as interned as a judicial intern at the NLRB Division of Judges, New York City. She served as symposium editor for the *Brooklyn Journal of International Law*, and served as president of the Brooklyn Law School Labor and Employment Law Association. Prior to law school, she worked management-side as a labor relations associate for an aircraft manufacturer where she handled and worked on various union-management matters, including enforcement of collective bargaining agreements, union grievances, and contract negotiations.

Courtney also strives to devote time to pro bono efforts.

Professional and Community Affiliations

- Board Member, One World Children's Fund

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022
- Recipient, CALI Award for Excellence in Fundamentals of Legal Drafting, 2016
- Recipient, CALI Award for Excellence in Employment Discrimination, 2015

Education

J.D., Brooklyn Law School, 2016

B.S., Cornell University, 2011

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

Publications & Press

Best Lawyers in America® 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Getting Back to Normal: Whether Requiring Employees to Get the COVID-19 Vaccine Is Advisable and, More Importantly, Permissible

Bender's California Labor and Employment Bulletin

March 4, 2021

Permissibility of Employer Medical Testing in the Era of COVID-19

Bender's Labor & Employment Bulletin

September 10, 2020

Providing Benefits to LGBTQA+ Employees After Bostock

Littler Podcast

September 29, 2020

Protections Under Title VII

Littler Podcast

August 5, 2020

Permissibility of Employer Medical Testing in the Era of COVID-19

California Labor and Employment Bulletin

July 14, 2020

Beyond HIPAA: Inside the Use of AI to Collect COVID-19-Related Information From Employees

Treasury and Risk

June 25, 2020

Beyond HIPAA: Inside the Use of AI to Collect COVID-19-Related Information From Employees

Benefits Pro

June 25, 2020

Beyond HIPAA: Inside the Use of AI to Collect COVID-19-Related Information From Employees

LegalTech News

June 18, 2020

Germany Seeks to Mandate Human Rights Due Diligence for Companies and Their Global Partners

Littler Insight

April 25, 2019

Recent Ruling Clarifies Two Key Wage Statement Questions

Daily Journal

April 10, 2017

Speaking Engagements

Communications in the Workplace and the California Consumer Privacy Act (CCPA)

San Francisco, CA

January 30, 2020