



Fay Kouei Saechao

Associate

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Overview

Fay Saechao advises and represents employers in a broad range of employment law matters arising under federal and state laws, including:

- Wage and hour claims arising under the California Labor Code as well as the California Private Attorney General Act (PAGA), including claims for minimum wage and overtime obligations, meal and rest breaks, expense reimbursement, waiting time penalties, and wage-statement violations
- Whistleblower/retaliation claims related to safety concerns and other protected activities in the workplace
- Discrimination and harassment claims under Title VII and the California Fair Employment and Housing Act (FEHA)

Fay has successfully defended employers against claims in many phases of employment disputes including pleadings, law and motion, complex discovery issues, arbitration, and mediation. She has successfully obtained desired outcomes for employers in many phases of the claims process, including pre-litigation and once litigation has begun. Fay brings creative solutions to help clients resolve disputes that arise in the workplace. She serves as a true partner to clients to help navigate the ever-changing landscape of labor and employment laws in California.

Prior to joining Littler, Fay worked at a litigation firm where she focused on representation of public and private entities in state and federal courts.

Professional and Community Affiliations

- Member, Asian/Pacific Bar Association of Sacramento
- Member, Sacramento County Bar Association
- Member, American Bar Association
- Iu Mien Student Conference Advisor, Conference Keynote Speaker, Student Conference Co-Chair, Student Conference Panelist, Volunteer, Iu Mien Community Services, 2003-2023

- Volunteer, Asian Pacific Community Counseling, Habitat for Humanity, Sacramento Food Bank, Neighborhood Works Sacramento, My Sister's House, and the Leukemia & Lymphoma Society
- Director, Fundraising Co-Chair, Sacramento Capital Foundation, 2012-2018
- Student Associate, The Anthony M. Kennedy American Inn of Court, 2015-2016

Recognition

- Recipient, Araki-Isenberg Scholarship Award, *Asian/Pacific Bar Association of Sacramento Law Foundation*, 2014
- Recipient, Mr. and Mrs. William D. James Foundation Scholarship, *University of the Pacific McGeorge School of Law*, 2013, 2015

Education

J.D., University of the Pacific McGeorge School of Law, 2016

B.A., University of California, Davis, 2011

Bar Admissions

California

Courts

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Languages

Mien

Publications & Press

Proposition 46: Drug and Alcohol Testing of Doctors. Medical Negligence Lawsuits

California Initiative Review (CIR)

Vol. 2014, Article 7

Speaking Engagements

2024 Wage & Hour Law Compliance Update: Latest Claim Trends and Strategies for Success

San Francisco Employer Advisory Council, San Francisco, CA

February 8, 2024