



Harry M. DeCourcy

Shareholder

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Focus Areas

Leaves of Absence and Disability Accommodation
Wage and Hour
Litigation and Trials
Discrimination and Harassment
Workers' Compensation

Overview

Harry M. DeCourcy focuses his practice exclusively on employment and labor law. He has extensive experience in California workers' compensation law with an emphasis on its direct impact on employers and its interrelation with other employment laws. His expertise extends to representing clients, big and small, in employment civil litigation and arbitration.

Harry regularly handles matters venued before state and federal courts as well as various government agencies including the Department of Fair Employment and Housing, Division of Labor Standards Enforcement, Equal Employment Opportunity Commission, United States Department of Labor, National Labor Relations Board, and the Workers' Compensation Appeals Board. He represents clients in mediation and in the litigation of wage and hour class actions and claims involving employment disability, discrimination and harassment.

In addition, Harry regularly counsels employers in pre-litigation workers' compensation issues, disability accommodation and leave issues as well as related policy implementation. He has lectured to human resources groups on the subject of California workers' compensation and related employment law. He is a contributing author to Littler's annual employer book series, *The California Employer*.

Professional and Community Affiliations

- Member, State Bar of California
- Member, Alameda County Bar Association
- Member, Contra Costa County Bar Association

Education

J.D., University of San Francisco School of Law

B.A., Indiana University Bloomington

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

Publications & Press

Employers grapple with COVID-19 presumption laws

Business Insurance

September 23, 2020

California SB 1159 Expands Presumption of Workers' Compensation Liability for COVID-19 Illness Claims

Little Insight

September 16, 2020

California Creates a Rebuttable Presumption that Certain Workers Who Report COVID-19 Illness Are Entitled to Workers' Compensation Benefits

Little ASAP

May 11, 2020

Little Elevates 16 Attorneys to Shareholder

Little Press Release

January 2, 2014

An Employer's Perspective on Severance Agreements

Contra Costa Lawyer

August 1, 2008

Speaking Engagements

Managing Employees' Pre-Existing Injuries

Lorman Webinar

May 10, 2017

Wage and Hour Issues for California Residential Care Homes

Rally at the Capitol - 6Beds.org, Sacramento, CA

October 29, 2014

Injuries in the Workplace: Practical Tips and Policy Advice to Assist Employers Managing Employees with Preexisting Injuries and Other Disability Accommodation Issues

Webinar, Lorman Education Services

October 2, 2014

Managing Financial and Business Relationships with Clients: Best Practices and Simple Solutions

Contra Costa County Bar Association, Pleasant Hill, CA

July 15, 2014

The Employee From Hell

BB&T, Santa Clara, CA

June 25, 2014

The Employee From Hell

Little Mendelson, San Francisco, CA

April 29, 2014

New Employment and Labor Laws for 2014 and 2015

Walnut Creek, CA

February 6, 2014