Jennifer E. Savion

Littler OnDemand Counsel

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Focus Areas

Littler onDemand

Overview

As a member of the Littler onDemand team based in California, Jennifer E. Savion serves as the primary point of contact for Littler onDemand clients, ensuring their workplace legal queries are promptly addressed. Jennifer brings more than ten years of labor and employment advice and counsel experience to her Littler onDemand Counsel role.

In her work with Littler onDemand clients, Jennifer acquires a deep understanding of their business needs and goals, and of their workplace cultures, guidelines, protocols, and resources, enabling her to provide highly efficient, relevant advice and counsel. She frequently collaborates with Littler attorneys who bring industry-leading subject matter and jurisdictional knowledge to provide quick and substantive answers to client inquiries. She also leverages Littler's technology-based tools to access client information and optimize advice and counsel delivered through the Littler onDemand platform.

Jennifer assists employers in a broad range of employment and labor law matters, most often stemming from claims arising under the California Labor Code and the California Fair Employment and Housing Act. Prior to her role with Littler onDemand, Jennifer practiced in Littler's San Diego, California office where a large portion of her practice involved the defense of clients in single plaintiff and in class action litigation in state and federal courts concerning, among other matters:

- Wrongful termination
- Discrimination
- Harassment
- Retaliation
- Accommodation
- Failure to provide meal and rest breaks
- Failure to pay overtime wages

- Other wage and hour claims

Jennifer also has significant experience before administrative bodies, representing clients before the Department of Industrial Relations, Department of Labor Standards and Enforcement, and the Equal Employment Opportunity Commission.

Jennifer has deep subject knowledge in California's recent Fair Pay Act legislation and regularly provides advice and counsel to clients on compliance. She has given a number of presentations to human resource professionals, managers, and employees on topics such as the Fair Pay Act and California's sick leave law. Jennifer also provides general anti-harassment and anti-discrimination training to clients.

Prior to joining Littler, Jennifer clerked for the Hon. Nita L. Stormes, presiding magistrate judge at the U.S. District Court for the Southern District of California. She also clerked for the Hon. George H. Lowe, magistrate judge at the U.S. District Court for the Northern District of New York.

Previously, Jennifer served as an assistant corporation counsel for the City of Syracuse in New York and general counsel to Syracuse's Water Department. She focused primarily on defending the City in civil rights litigation involving claims of employment discrimination or excessive force. She also defended the City in personal injury and property damage litigation.

Education

J.D., Tulane University Law School, 2005
B.F.A., SUNY Fredonia, 2002, *summa cum laude*

Bar Admissions

California
New York

Courts

U.S. District Court, Southern District of California
U.S. District Court, Central District of California
U.S. District Court, Northern District of New York
U.S. District Court, Western District of New York

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2018
Littler Report
January 28, 2019

Annual Report on EEOC Developments — Fiscal Year 2017
Littler Report
February 27, 2018

Annual Report on EEOC Developments – Fiscal Year 2016
Littler Report
February 27, 2017

Annual Report on EEOC Developments – Fiscal Year 2015
Littler Report
January 12, 2016

California Passes Law Aimed to Bridge the Gender Wage Inequality Gap
Littler Insight
October 6, 2015

Speaking Engagements

2016 Legal Update
Professionals in Human Resources Association

California Passes Sweeping New Law Aimed to Bridge the Gender Wage Inequality Gap
October 19, 2015

Running the Gauntlet: Surviving the Implementation of California's Sick Leave Law
July 9, 2015