



Fay Kouei Saechao

Associate

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Practice Areas

Wage and Hour
Discrimination and Harassment
Leave and Accommodation

Overview

Fay Saechao advises and represents employers and management in a broad range of labor and 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
- Discrimination, harassment, and retaliation claims
- Reasonable accommodation and interactive process claims
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The California Family Rights Act (CFRA)
- The California Fair Employment and Housing Act (FEHA)

Fay's nine years of experience in management enables her to bring creative solutions to help clients resolve disputes that arise in the workplace. She builds meaningful relationships with clients based on trust and a deep understanding of the unique needs of clients' businesses and their workforce. She serves as a true partner to clients to help navigate the ever-changing landscape of labor and employment laws in California. Her practice focuses on defending and advising companies of all sizes, from small businesses to multinational corporations in a variety of industries.

Fay has successfully defended clients against claims in all phases of employment disputes including pleadings, law and motion, complex discovery issues, arbitration, and mediation. She has successfully obtained desired outcomes for clients in all phases of the claims process, including pre-litigation and once litigation has begun.

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. She is one of the first attorneys in the world who is of Lu Mien descent. She volunteers her time mentoring first generation college and law students, and students in underserved communities.

Professional and Community Affiliations

- Member, Board of Directors, Asian/Pacific Bar Association of Sacramento
- Member, Sacramento County Bar Association
- Member, American Bar Association
- Lu Mien Student Conference Advisor, Conference Keynote Speaker, Student Conference Co-Chair, Student Conference Panelist, Volunteer, Lu 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

Languages

Mien

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

Publications & Press

New California Whistleblower Rights Notice Posting Has Taken Effect

SHRM

January 3, 2025

New California Whistleblower Rights Notice Posting Takes Effect January 1, 2025

Littler ASAP

December 16, 2024

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

California Initiative Review (CIR)

Vol. 2014, Article 7

Events & Speaking Engagements

Violence Prevention Plans, Hybrid Work Woes, Valuing Veterans, and Other Employment Challenges for 2024

Sacramento, CA

May 14, 2024

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

San Francisco Employer Advisory Council, San Francisco, CA

February 8, 2024