Maria R. Harrington

Shareholder

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Practice Areas

Discrimination and Harassment
Litigation and Trials
Class Action
Handbooks and Policies
Leave and Accommodation
Audit Services

Overview

Maria R. Harrington concentrates in employment law and class action litigation and represents employers in matters involving:

- Wage and hour issues
- Discrimination
- Harassment
- Wrongful termination
- Fair employment practices
- The Family and Medical Leave Act
- The Fair Employment and Housing Act
- The California Family Rights Act
- California Pregnancy Disability Leave

She appears in state and federal courts in California and Hawaii, as well as before the Equal Employment Opportunity Commission and state administrative agencies in California and Hawaii. She also routinely counsels clients on human resources issues, legal compliance and litigation avoidance.

Maria often works with:

- Government contractors
- Retail stores
- Accounting firms
- Restaurants
- Food service industry clients
- Startup and high-tech companies

Prior to joining Littler, Maria practiced business litigation at an international law firm, where she handled contractual disputes, pharmaceutical class actions, intellectual property litigation, real estate litigation, banking, and probate litigation. She also served as a judicial extern to the Hon. Audrey B. Collins, U.S. District Court, Central District of California. In law school, she was a Hale Moot Court Honors Program participant.

Professional and Community Affiliations

- Member, Orange County Bar Association
- Member, Orange County Asian American Bar Association
- Member, Thai American Bar Association
- Member, Board of Directors, Glass Slipper Guild, Children's Hospital of Orange County (CHOC)

Recognition

- Named, Rising Star in Employment and Labor, Southern California, *Super Lawyers*, 2008 and 2011-2013
- Recipient, Edward and Eleanor Shattuck Award
- Humanities Scholastic Merit
- Dean's Honor List
- Pi Sigma Alpha, National Political Science Honor Society
- Golden Key International Honour Society

Education

J.D., University of Southern California Gould School of Law, 1998
B.A., University of California, Irvine, 1995, *cum laude*

Bar Admissions

California

Hawaii

Courts

U.S. Court of Appeals, 9th Circuit
U.S. District Court, Northern District of California
U.S. District Court, Central District of California
U.S. District Court, Southern District of California
U.S. District Court, District of Hawaii

Publications & Press

For the Second Consecutive Year, California Expands Reasons Employees Can Use Job-Protected Paid Sick and Safe Time, Unpaid Leave
Littler ASAP
October 3, 2025

Los Angeles County Enacts Paid Vaccine Leave Ordinance
Littler ASAP
May 19, 2021

California Fireworks: Sacramento, Santa Rosa, and San Mateo County Enact Emergency Paid Sick Leave Ordinances
Littler ASAP
July 9, 2020

COVID-19 Supplemental Paid Sick Leave Docks in Long Beach, California
Littler ASAP
May 20, 2020

Supplemental Paid Sick Leave (Immediately) Required in Unincorporated Los Angeles County, California
Littler ASAP
April 29, 2020

California Court of Appeal Addresses Whether There are Limits to Vacation Payout Requirement for "Unlimited" Vacation Policies
Littler ASAP
April 7, 2020

San Francisco Revises Paid Sick Leave Ordinance Rules
Littler ASAP
May 15, 2018

City of Los Angeles Updates Paid Sick Leave Rules and FAQs
Littler ASAP
March 27, 2017

Littler Elevates 24 Attorneys
Press Release
January 3, 2017

City of Los Angeles Doubles Employees' Sick Leave Entitlement Effective July 1, 2016
Littler ASAP
June 14, 2016

Santa Monica Jumps on the Minimum Wage and Sick Leave Bandwagon
Littler ASAP
February 18, 2016

Events & Speaking Engagements

2026 Southern California Regional Employer Conference
Irvine, CA
November 12, 2026

2025 Southern California Regional Employer Conference
Irvine, CA
November 13, 2025

How New State and Federal Laws May Impact California Employers
Orange County Bar Association, Irvine, CA
May 11, 2025

Workplace Investigations
San Luis Obispo, CA
March 12, 2024

Hang on to Your Hats: Navigating the Maze of New Employment Law Developments in 2023
Long Beach, CA
May 9, 2023

Paid Sick Leave in the Time of COVID-19 (and now, Monkeypox!)
2022 California Virtual Regional Employer Conference
November 2, 2022

2020 Virtual California Employer
November 19, 2020

2019 Southern California Employer Conference
October 23, 2019

Unconscious Bias in the Workplace
Irvine, CA
January 24, 2019

Employee Handbook Dos and Don’ts
Labor & Employment Webinar Series – Littler Mendelson and BB&T
September 13, 2017

California Mandatory Paid Sick Leave: Are You Ready?
Littler Retail Webinar Series
May 13, 2015

New Employment and Labor Laws for 2015
Irvine, CA
January 27, 2015

Employment Practices Audits
Littler Mendelson and BB&T – Labor and Employment Webinar Series
May 15, 2014

Getting it Right in the Golden State — Practical Thoughts for Complying with California's New Pregnancy Disability Leave and Disability Discrimination Regulations
Irvine, CA
June 6, 2013