



## **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**

### **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**

**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