



## Evgenia Fkiaras

Associate

San Francisco  
Four Embarcadero Center  
Seventeenth Floor  
San Francisco, CA 94111

Tel: 415.774.2939  
Fax: 415.403.6216  
[efkiaras@sheppardmullin.com](mailto:efkiaras@sheppardmullin.com)

### PRACTICE AREAS

- Labor and Employment
- Litigation

### OVERVIEW

Evgenia Fkiaras is an associate in the Labor and Employment Practice Group in the firm's San Francisco Office.

### Areas of Practice

Ms. Fkiaras's practice is focused on representing employers in litigation and advising them on a wide range of Human Resources topics. Issues that Ms. Fkiaras has litigated include wage and hour, discrimination, harassment, retaliation, and time off work. In addition, Ms. Fkiaras has assisted clients in matters concerning drug and alcohol testing, employee training, safety in the workplace, employee privacy, and layoffs. She has extensive experience counseling employers on how to manage employees on leave, particularly employees on family and medical leave. Ms. Fkiaras also counsels on the drafting of employment agreements, policies, and handbooks.

### EDUCATION

- J.D., University of Washington School of Law, 2006; Articles Editor of *Shidler Journal of Law, Commerce, and Technology*; Immigrant Families Advocacy Project volunteer; Moot Court Mediation Competition Finalist; Spanish Graduate Teaching Assistant
- M.Ed, University of Oregon School of Education, 2003; Spanish Graduate Teaching Fellow; Capstone Project: *Heritage Learners in Second Language Classrooms*
- B.A., English, Spanish *with Honors*, University of Oregon, 2002; *magna cum laude*; Phi Beta Kappa; Presidential Scholarship; Freshwater Biology Teaching Assistant
- Study Abroad Immersion in Hispanic Philology Department, Universidad de Salamanca, Spain, 2000 – 2001; International Studies Abroad Scholarship

### CLERKSHIPS

- Prior to coming to Sheppard Mullin, Ms. Fkiaras was a judicial law clerk for the Honorable Emily C. Hewitt at the United States Court of Federal Claims in Washington, DC.

### ADMISSIONS

- California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Southern District of California
- U.S. Court of Appeals for the 9th Circuit

## LANGUAGES

- Greek
- Spanish

## EXPERIENCE

Ms. Fkiaras has experience in general business litigation. She has represented businesses in international contract disputes, assisted in the defense of DOJ investigations, and litigated the public's right to access government records. While in law school, Ms. Fkiaras clerked for Landerholm, Memovich, Lansverk & Whitesides, P.S., primarily on real estate and landlord/tenant matters.

## HONORS

- Above and Beyond Pro Bono Award for 2009

## MEMBERSHIPS

- Member, San Francisco Bar Association
- Hellenic Law Society
- American Hellenic Institute

## ARTICLES

- California's Paid Family Leave Act Is Less Onerous Than Predicted, *Society for Human Resource Management*, January 2010
- What Impact, If Any, Do the New Family and Medical Leave Act Regulations Have in California?, *Society for Human Resource Management (SHRM) California Employment Law Special Update*, April 2009
- "The New Genetic Information Nondiscrimination Act: Basics and Compliance Tips", *Human Resources* 2009 (Winter Edition)
- *The Failures and Promises of Canada's Alternative Compensation System for Private Reproduction of Copyrighted Recordings*, 2 *Shidler J. L. Com. & Tech.* 16 (Apr. 14, 2006)
- *Liability Under the Americans with Disabilities Act for Private Web Site Operators*, 2 *Shidler J. L. Com. & Tech.* 6 (Oct. 24, 2005)

## Labor & Employment Law Blog Articles

- "Employers May Only Have to Pay Proportional Fees If They Lose", January 20, 2010 - Additionally posted in The Bar Association of San Francisco's *iCounsel Newsletter*, April 2010
- "Family and Medical Leave Act Further Helps Military Families", November 18, 2009
- "*Ricci v. DeStefano*: Supreme Court Articulates Anti-Discrimination Standard for Employers", July 10, 2009
- "Employer That Reviewed Text Messages Violated Employee's Right To Privacy", September 5, 2008