



## → Lisa M. Harris

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Lisa Harris is a partner in the Labor and Employment Practice Group in the firm's Orange County and New York offices.

### Areas of Practice

Ms. Harris counsels and represents management in both employment and traditional labor matters. In addition to her experience as outside counsel, Ms. Harris has several years of experience as in-house counsel both on a full-time and seconded basis. This experience gives her specific insight into the challenges and issues faced by in-house employment counsel.

Employment Counseling. Ms. Harris regularly counsels management in all aspects of California, New York and federal employment law, including employee hiring and discipline procedures, worker classification issues, leaves of absence, reasonable accommodations, wage and hour compliance, employee severance and termination procedures, and restrictive covenants. She has significant experience drafting all types of employment agreements and policies, including employee handbooks, sexual harassment policies, confidentiality and non-disclosure agreements, and severance agreements. Ms. Harris also conducts harassment prevention and other employee trainings as well as investigations on behalf of clients into harassment allegations and other employment matters.

Traditional Labor. Ms. Harris counsels and represents management in the negotiation of collective bargaining agreements and regularly advises on labor disputes. Ms. Harris frequently represents management in labor arbitrations involving both contract interpretation and employee discipline and termination matters. She also represents management before the National Labor Relations Board defending against unfair labor practice charges.

Employment Litigation. Ms. Harris represents employers in single and multi-plaintiff harassment and discrimination claims. She also has extensive experience representing employers before administrative agencies and responding to complaints filed with those agencies alleging violations of federal and state employment laws.

### Honors

Top Author, *JD Supra Readers' Choice Awards*, 2016

*Legal 500*, Labor and Employment, 2017

## Articles

- "Drafting an Effective Employee Handbook," *Employment Relations Today*, April 2014
- "Are Your Unpaid Interns Actually Employees?" *Employment Relations Today*, Fall 2013

## Labor & Employment Law Blog Posts

- "New York State Passes 12-Week Paid Family Leave Law," April 5, 2016
- "New Year, New Rules For Employers Doing Business in California," December 3, 2015
- "California Paid Sick Leave Law Amended, *Effective Immediately*," July 16, 2015
- "Amendments to CFRA Regulations Provide Some Clarity to Employers," April 28, 2015
- "U.S. Supreme Court Holds Agency Interpretations Are Not Subject To Notice-and-Comment Rulemaking Requirement," March 16, 2015
- "UPDATE: SCOTUS Denies Petition For Cert In *Iskanian*," February 2, 2015
- "Appellate Division Panel Issues Ruling Broadly Interpreting New York State Human Rights Law," January 23, 2015
- "Paid Sick Leave Spreads Throughout New Jersey," October 22, 2014
- "New Laws and New Year Compliance Obligations in New York & New Jersey," January 8, 2014
- "New York Teams-up with the U.S. Department of Labor to Crack Down on Independent Contractor Misclassification," December 2, 2013
- "New Jersey Provides Unpaid Leave to Victims of Domestic Violence," July 30, 2013

## Events

Sheppard Mullin's Labor & Employment Law Update - Year In Review  
Webinar, 11.12.2020

Labor & Employment Law Update & Happy Hour - Los Angeles  
Fall 2018 Seminar Series  
10.30.2018

Breakfast With Your Labor Lawyer - Los Angeles  
Spring 2018 Seminar Series  
04.26.2018

Labor & Employment Law Update & Happy Hour - Los Angeles  
Fall 2017 Series  
10.12.2017

Breakfast With Your Labor Lawyer - Los Angeles  
Spring 2017 Seminar Series  
05.17.2017

Sheppard Mullin's Fall 2016 Labor & Employment Year in Review  
Grand Hyatt New York, 11.14.2016

Labor & Employment Law Update & Happy Hour - Los Angeles  
Fall 2016 Seminar Series  
11.09.2016

Breakfast With Your Labor Lawyer - Los Angeles  
Spring 2016 Seminar Series  
05.18.2016

Sheppard Mullin's Labor & Employment Year In Review  
11.19.2015

WORKPLACE 2016  
10.21.2015

Labor & Employment Law Update & Happy Hour - Los Angeles  
Fall 2015 Seminar Series  
10.15.2015

## Podcasts & Webinars

Sheppard Mullin's Labor & Employment Law Update - Year In Review  
11.12.2020

## Practices

Labor and Employment  
ESG and Sustainability  
Labor and Employment Counseling  
Labor and Employment Litigation  
Labor Union Management Relations

## Industries

ESG and Sustainability  
Fashion, Apparel and Beauty  
Retail

## Education

J.D., St. John's University, 2007, *Dean's List*, Senior Staff, *New York Litigator*  
B.A., University of California, Berkeley, 2003

## Admissions

California

New Jersey

New York

## Additional Office

New York

## Languages

Spanish