



→ 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. Her practice focuses on Labor and Employment and Diversity, Equity and Inclusion counseling and compliance.

Areas of Practice

Ms. Harris counsels and represents management in both employment and traditional labor matters. She regularly conducts and advises on high-level investigations and trains HR professionals on how to conduct such investigations internally. She also advises on diversity, equity and inclusion best practices. As a member of the firm's ESG and Sustainability Industry Team, Ms. Harris supports clients in addressing the social aspects of ESG through development and promotion of a healthy and equitable workplace. 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 and DE&I teams.

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.

Investigations. Ms. Harris is an experienced investigator. She regularly assists employers with sensitive internal investigations. She has conducted several investigations into alleged misconduct by senior executives of sports teams, a publicly traded alternative investment advisor, a publicly traded utility, and a national communications firm.

Training. Ms. Harris conducts harassment prevention training for both supervisors and non-supervisors, which satisfies current state-mandated training requirements in both English and Spanish. She also conducts DE&I training for both employees and HR professionals addressing various topics, including implicit/unconscious bias, promoting an equitable workplace, bystander intervention, and allyship. Additionally, she trains HR professionals on wage and hour compliance, conducting internal investigations, managing leaves of absence and reasonable accommodations, and other employment matters.

Diversity, Equity & Inclusion. Ms. Harris assists clients with the development and roll-out of their employee resource groups, drafts DE&I policies, and advises on the implementation of DE&I initiatives within legal parameters.

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

Outstanding Alumna Award, St. John's School of Law Society and Alumnae Leadership Council, 2023

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

- "Sixth Circuit Reinstates OSHA's Emergency Temporary Standard for Private Employers Mandating COVID-19 Vaccinations or Weekly Testing," December 21, 2021
- "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, 11.16.2021

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
11.16.2021

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

Retail, Fashion & Beauty

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