



Lauri A. Damrell

Partner
Employment Law

Sacramento

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Profile

Lauri Damrell, a Partner in the Sacramento office, is a member of the employment law group.

Ms. Damrell's practice focuses on employment litigation and counseling. Orrick's Employment Law and Litigation group was recently named **Labor & Employment Department of the Year** in California by *The Recorder*, the premier source for legal news, in recognition of their significant wins on behalf of leading multinational companies on today's most complex and challenging employment law matters.

Ms. Damrell has extensive experience in complex litigation and counseling involving wage-and-hour laws, independent contractors, exempt/non-exempt classifications, discrimination, harassment, wrongful termination and other employment regulations. She has also represented several clients before the EEOC, OFCCP, U.S. Dept. of Labor, IRS, California Dept. of Fair Employment & Housing, Division of Labor Standards Enforcement, and the Employment Development Department. Her clients have included major retailers such as CVS, Crate and Barrel, Williams Sonoma, Levi Strauss & Co., Luxottica, Sears, Ace Hardware, and Hallmark. She has also represented many other *Fortune* 500 companies, including Health Net, Inc., Morgan Stanley, Bank of America, and US Bank.

Ms. Damrell is a thought leader on diversity in the workforce. California Governor Jerry Brown recently appointed her to serve as a Commissioner for the California Commission on the Status of Women and Girls. She has published articles on diversity in the *National Law Journal*, the *American Bar Association Journal on Labor and Employment Law*, *Corporate Counsel*, *Law360*, *Bloomberg BNA*, and others. She also presents frequently on these issues and was recently invited to speak at the U.S. Capitol regarding the Paycheck Fairness Act.

Within her community, Ms. Damrell has been featured by the *Sacramento*

Practices

- Employment Law & Litigation
- Discrimination, Harassment & Retaliation
- Wage-and-Hour

Education

- J.D., *Order of the Coif*, University of California, Davis School of Law, 2005
- B.A., *cum laude*, English, University of Pennsylvania, 1999

Clerkships

- Hon. Chief Judge David F. Levi, U.S. District Court, Eastern District of California, 2005

Honors

- Commissioner, California Commission on the Status of Women and Girls



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Business Journal for co-founding the Mother Attorneys Mentoring Association of Sacramento (MAMAS). She is an active member of the National Association of Women Lawyers, which recently awarded her the Virginia S. Mueller Outstanding Member award for her contributions to the organization. She is also an active member of the American Bar Association Committee on Equal Employment Opportunity Law and serves as the Chapter Update Co-Chair for the Compensation chapter of its Employment Discrimination Law treatise. She has also served on the Executive Committee of Operation Protect and Defend, an organization of judges and attorneys supported by the Sacramento Bar Association to bring civic education to local high schools.

Within Orrick, Ms. Damrell serves as Deputy Chair to the firm's Women's Initiative and on the planning committee for the firm's Women in Employment Law Network, which is aimed at connecting women employment lawyers and HR professionals from the nation's most successful companies, educational institutions and law firms. She also recently ran for Orrick's team in the Golden Gate Relay, a 191 mile relay run from Calistoga to Santa Cruz, California, to raise funds for OrgansRUs.

Speeches

- "Getting Involved to Enhance your Personal and Professional Profile," She Shares Mentorship Workshop, November 20, 2014.
- "Breaking into Law," She Shares Mentorship Workshop, June 7, 2014.
- "California Wage-and-Hour: Hot Topics, Common Pitfalls, and Emerging Trends in Class Actions," Sacramento Employer Advisory Counsel, May 14, 2014.
- "50 Years After The Equal Pay Act And Title VII: Where We Stand," National Association of Women Lawyers Mid-Year Meeting, March 20, 2014.
- "Avoiding the Pitfalls that Cost: Highlighting Best Practices in Labor and Employment Internal Investigations," National Association of Women Lawyers Webinar, February 27, 2013.
- "Gender Discrimination in the Workplace," *The Proactive Employer* radio show, January 24, 2013.
- "Gender and the Workplace: Dealing with Complex and Cutting Edge Issues in Pattern or Practice Litigation," Practising Law Institute, July 31, 2012.
- "The Negative Employment Effects of the Paycheck Fairness Act," The Hudson Institute, November 10, 2010.
- "The Employment Deposition on Behalf of the Plaintiff," Bridgeport

- National Association of Women Lawyers, Virginia S. Mueller Outstanding Member Award (July 2014)
- *The Recorder's* California Labor & Employment Department of the Year (2013-2014)
- *The Recorder's* California Litigation Department of the Year (2013-2014)
- Winner of the Irving L. Neumiller Memorial Moot Court Competition (Spring 2004)

Memberships

- American Bar Association, Labor and Employment Law Section, Committee on Equal Employment Opportunity Law
- National Association of Women Lawyers
- Mother Attorneys Mentoring Association of Sacramento (MAMAS)
- Sacramento County Bar Association
- Women Lawyers of Sacramento



Continuing Education, July 17, 2009.

Select Publications

- "D.C. Circuit Confirms: Attorney-Client Privilege Applies to Internal Investigations of Whistleblower Complaints Conducted at the Direction of Counsel," Orrick's Employment Law & Litigation Blog, August 18, 2015.
- "Think Your Workers are Independent Contractors? Not So Fast Says the DOL," Orrick's Employment Law & Litigation Blog, July 24, 2015.
- "California State Legislature Gives Employers Prescription(Rx) for New Sick Leave Law," Orrick's Employment Law & Litigation Blog, July 21, 2015.
- "More Headaches: Emeryville Enacts Paid Sick Leave & Minimum Wage Ordinance," Orrick's Employment Law & Litigation Blog, June 30, 2015.
- "N.D. Cal. Judge Puts a Check on Plaintiff's Novel LinkedIn Background Check Theory Under FCRA," Orrick's Employment Law & Litigation Blog, May 29, 2015.
- "Is the EEOC Rushing Your Company to Court? SCOTUS Says Not So Fast," Orrick's Employment Law & Litigation Blog, May 5, 2015.
- "Is Your Wellness Program Healthy? EEOC Provides Much Needed Guidance in Proposed Rule," Orrick's Employment Law & Litigation Blog, April 22, 2015.
- "And the Oscar Goes to . . . Equal Pay? Arquette's Oscar Speech Sparks Comparable Worth Bill in California," Orrick's Employment Law & Litigation Blog, March 17, 2015.
- Co-Author, "EEOC v. Abercrombie: Mere suspicion insufficient to give rise to claim," *Daily Journal*, February 25, 2015.
- "Chicken Soup for CA Employers: How to Stay Healthy When Implementing Your Sick Leave Plan," Orrick's Employment Law & Litigation Blog, February 3, 2015.
- "San Francisco Enacts Broad Protections for Employees of "Formula Retail" Establishments," Orrick's Employment Law & Litigation Blog, December 16, 2014.
- "Don't Let California's Sick Leave Law Leave You Sick this New Year's: Be Prepared to Comply on January 1," Orrick's Employment Law & Litigation Blog, December 9, 2014.
- "Global Employers: How Are You Managing Workplace Concerns About Ebola?," Orrick's Employment Law & Litigation Blog, November 11, 2014.



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- "Three Key EEO Cases to Watch on the SCOTUS Docket This Term," Orrick's Employment Law & Litigation Blog, October 15, 2014.
- "An Attorney is an Attorney is an Attorney? Not So Fast Says Second Circuit, Shutting Down EEOC Equal Pay Act Claim," Orrick's Employment Law & Litigation Blog, October 2, 2014.
- Co-author, "The Pay Gap, The Glass Ceiling, and Pay Bias: Moving Forward 50 Years After the Equal Pay Act," *American Bar Association Labor & Employment Law Journal*, August 2014.
- "Doctor Doctor Give Me the News, Is My Employee Fit for Duty After FMLA Leave?" Orrick's Employment Law & Litigation Blog, April 30, 2014.
- "'I Did It...But Don't Tell!' Rejected Job Applicant Says Background Report Should Have Excluded his Admission of Fraud against Former Employer," Orrick's Employment Law & Litigation Blog, February 13, 2014.
- "California Employers: Test Yourself - Are You Ready for 2014?" Orrick's Employment Law & Litigation Blog, December 4, 2013.
- "EEOC Cut Short for Shortcutting Path to Court - Again," Orrick's Employment Law & Litigation Blog, September 17, 2013.
- "Supreme Court Votes Pro-Arbitration Once Again and Upholds Class Arbitration Waiver," Orrick's Employment Law & Litigation Blog, June 26, 2013.
- "Department of Labor Clarifies When an Employee May Take FMLA Leave to Care for Adult Children," Orrick's Employment Law & Litigation Blog, April 26, 2013.
- "California Supreme Court Allows *See's Candy* Time Rounding Decision to Stand," Orrick's Employment Law & Litigation Blog, March 4, 2013.
- Co-author, "Implicit Bias and Employment Law: A Voyage into the Unknown," *Bloomberg BNA Daily Labor Report*, March 1, 2013.
- Co-Author, "EEOC's Plan May Mean Narrower, More Aggressive Oversight," *Law360*, January 18, 2013.
- "EEOC Releases its Strategic Enforcement Plan," Orrick's Employment Law & Litigation Blog, January 9, 2013.
- "Ringin in the New Year: New California Laws Taking Effect in 2013," Orrick's Employment Law & Litigation Blog, December 4, 2012.
- Chapter Update Co-Chair, *Employment Discrimination Law*, 5th Ed., Ch. 19,



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Compensation.

- "Dealing with Complex Gender-Discrimination Issues in the Workplace," *Corporate Counsel*, (November 28, 2012)
- "EEOC Delays Release of Strategic Enforcement Plan, Suggesting Revisions to Draft Plan Likely," Orrick's Employment Law & Litigation Blog, October 2, 2012.
- "Department of Treasury Proposes Rule Aimed to Ensure Diversity in its Contractor Workforce," Orrick's Employment Law & Litigation Blog, August 31, 2012.
- "Can You Enforce Your Non-Compete Clause?," Orrick's Employment Law & Litigation Blog, June 28, 2012.
- "Equal Pay Is Down But Not Out," Orrick's Employment Law & Litigation Blog, June 18, 2012.
- "The Affordable Care Act and Lactation Breaks," Orrick's Employment Law & Litigation Blog, April 24, 2012.
- Co-author, "Getting Ready for Increased Systemic EEO Enforcement," New York University's 63rd Annual Conference on Labor, 2012.
- "'Cat's Paw' Gets Green Light," *The Recorder*, April 1, 2011.
- Co-author, "Fair Pay? No Way," *National Law Journal*, October 18, 2010.
- Co-author, "The Novartis Verdict: Impact on Employers and Lessons Learned," *Daily Journal*, October 12, 2010.
- Co-author, "Sweeping Changes in Equal Pay Law: A Perfect Storm Likely to Result in a Flood of Equal Pay Claims," *Sidebar*, Fall 2010.
- Co-author, "The Ledbetter Act Was Only the First Step: What Employers Should Know About Aggressive Equal Pay Legislation on the Horizon," *Bloomberg Law Reports*, April 20, 2010.
- "Recent Developments in the Certification of Employee Misclassification Class Actions," *Bender's California Labor & Employment Bulletin*, Vol. 2009, No. 3, March 1, 2009.
- Co-author, "Lilly Ledbetter Fair Pay Act of 2009 Takes Effect," *ABA Section of Labor and Employment Law FLASH*, February 2009.

Admitted In



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