

Courtney O. Chambers

Associate

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Focus Areas

Litigation and Trials
Class Action
Discrimination and Harassment
Wage and Hour
Labor Management Relations

Overview

Courtney handles a diverse range of labor and employment matters with a primary focus on defending clients in single-plaintiff and class action litigation. She represents clients in complex wage and hour class action and PAGA lawsuits, as well as in actions brought under Title VII and California's Fair Employment and Housing Act (FEHA), including claims for harassment, discrimination, retaliation, and wrongful termination. She has represented clients in a variety of different matters in state and federal court, as well as numerous administrative agencies. Courtney has successfully defeated class certification, won motions to dismiss, negotiated favorable settlements, and handled numerous appeals.

Courtney's background in labor relations has also made her a go-to associate for union-related matters. She assists in collective bargaining negotiations, unfair labor practice charges before the National Labor Relations Board (NLRB) and California's Public Employment Relations Board (PERB), labor arbitration, and counsels clients on labor issues. Courtney also has specific experience dealing with litigation matters in the context of a union-represented workforce.

In addition to her litigation and labor experience, Courtney regularly advises clients on employment issues, including developing and maintaining workplace policies, employee discipline and performance issues, disability accommodation, and various wage and hour issues. Courtney works closely with company leaders, human resources and operations partners, and in-house legal departments from employers of all sizes.

During law school, Courtney interned at the NLRB Region 2 as well as interned as a judicial intern at the NLRB Division of Judges, New York City. Before law school, she worked management-side as a labor relations associate for an aircraft manufacturer where she handled and worked on various union-management matters, including enforcement of collective bargaining agreements, union grievances, and contract negotiations. Courtney was extended an offer to join Littler as an associate during her third year in law school and, following graduation, began her legal career in Littler's San Francisco office, where she has remained since starting in 2016.

Courtney also strives to devote time to pro bono efforts.

Professional and Community Affiliations

- Board Member, One World Children's Fund

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2022-2025
- Recipient, CALI Award for Excellence in Fundamentals of Legal Drafting, 2016
- Recipient, CALI Award for Excellence in Employment Discrimination, 2015

Education

J.D., Brooklyn Law School, 2016

B.S., Cornell University, 2011

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Getting Back to Normal: Whether Requiring Employees to Get the COVID-19 Vaccine Is Advisable and, More Importantly, Permissible

Bender's California Labor and Employment Bulletin

March 4, 2021

Permissibility of Employer Medical Testing in the Era of COVID-19

Bender's Labor & Employment Bulletin

September 10, 2020

Providing Benefits to LGBTQA+ Employees After Bostock

Littler Podcast

September 29, 2020

Protections Under Title VII

Littler Podcast

August 5, 2020

Permissibility of Employer Medical Testing in the Era of COVID-19

California Labor and Employment Bulletin

July 14, 2020

Beyond HIPAA: Inside the Use of AI to Collect COVID-19-Related Information From Employees

Treasury and Risk

June 25, 2020

Beyond HIPAA: Inside the Use of AI to Collect COVID-19-Related Information From Employees

Benefits Pro

June 25, 2020

Beyond HIPAA: Inside the Use of AI to Collect COVID-19-Related Information From Employees

LegalTech News

June 18, 2020

Germany Seeks to Mandate Human Rights Due Diligence for Companies and Their Global Partners

Littler Insight

April 25, 2019

Recent Ruling Clarifies Two Key Wage Statement Questions

Daily Journal

April 10, 2017

Speaking Engagements

Communications in the Workplace and the California Consumer Privacy Act (CCPA)

San Francisco, CA

January 30, 2020