

Deidra A. Nguyen

Shareholder

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Focus Areas

Leaves of Absence and Disability Accommodation
Audit Services
Hiring, Performance Management and Termination
Policies, Procedures and Handbooks
Workplace Training
Investigations

Overview

Deidra A. Nguyen serves as strategic partner for employers of all types and sizes in their efforts to maintain employment law compliance, attract and retain talent through competitive and best-in-class policies and paid leave offerings, and motivate and reward performance through creative incentive compensation programs, including commissions and bonuses.

She helps clients stay current and compliant with employment law developments by auditing human resources practices, developing compliance strategies, providing workplace training to management and human resources staff, and drafting employee handbooks, policies, and employment agreements.

As a core member of Littler's Leaves of Absence and Disability Accommodation practice group, Deidra provides employers with national and multistate advice on a range of leave and disability issues, including the design, implementation, and administration of paid sick and safe time, paid family and medical leave, reasonable accommodation, paid parental leave, vacation and paid time off, and other leave and accommodation programs.

As a member of the firm's Audit Services Group, Deidra audits federal, state and local compliance issues throughout the life cycle of employment, from recruitment to termination.

Deidra is also a founding member of the firm's Secure and Predictive Scheduling task force, helping retail, restaurant, and other employers navigate the nuances of fair scheduling laws across the west coast.

Professional and Community Affiliations

- Member, Board of Directors, South King County Chapter, Society for Human Resource Management
- Member, Board of Directors, Vietnamese-American Bar Association of Washington
- Member, Federal Bar Association, Western District of Washington

Recognition

- Named, Rising Star, *Super Lawyers*, 2015-2020
- Recipient, Faculty Scholar Award, *Seattle University School of Law*
- Recipient, Law Presidential Scholarship, 2003-2005
- Dean's List, *Seattle University School of Law*, 2003-2006
- Dean's List, University of Washington, 2000-2003
- Recipient, CALI Awards, Constitutional Law, Evidence, Legal Writing II
- Recipient, Washington Promise Scholarship

Education

J.D., Seattle University School of Law, 2006, *summa cum laude*

B.A., University of Washington, 2003, *magna cum laude*

Bar Admissions

California

Washington

Courts

U.S. Court of Appeals, 9th Circuit

US District Court: Western District of Washington

U.S. District Court, Eastern District of Washington

U.S. Bankruptcy Court, Western District of Washington

Publications & Press

WA Cares Fund Premiums Started July 1, 2023, and Quarterly Reporting Begins October 1, 2023

Littler ASAP

July 28, 2023

New Growth of State and Local Paid Leave Developments in the Evergreen State

Littler Insight

June 8, 2023

COVID-19, Overtime and Layoffs Raised Some of 2022's Top Legal Issues

SHRM Online

December 15, 2022

What are some of the key similarities and differences between PFML laws and the FMLA?

Littler 2 the Point Video

November 15, 2022

Election day is coming: Employers need to be ready

Human Resource Executive

October 18, 2022

State Laws Guarantee Time Off to Vote

SHRM Online

October 10, 2022

Littler Lightbulb: It's Almost Election Time – What Do Employers Need to Know?

Littler Insight

October 3, 2022

Sonoma County, California Extends and Retroactively Expands Emergency Paid Sick Leave Ordinance

Littler ASAP

June 9, 2021

Unused Vacation Days: What You Should Know

The Wall Street Journal

October 21, 2020

What Happens to My Unused Vacation Days?

The Wall Street Journal

October 18, 2020

Just in Time for Handbook Season, California Passes Sweeping Expansion of Family Leave Law

Littler Insight

September 25, 2020

California Expands COVID-19 Supplemental Paid Sick Leave Requirements

Little Insight

September 10, 2020

Washington State Institutes Supplemental Paid Sick Leave Requirement for Food Production Workers

Little Insight

August 28, 2020

San Diego County Climate Changes Again on Mandatory Temperature Checks

Little ASAP

June 25, 2020

Temperature Check Requirements for the New Phase of Reopening in San Diego

Little ASAP

June 12, 2020

Washington State Reopens for Business with New Policies, Procedures, and Protective Equipment

Little Insight

May 28, 2020

California Extends COVID-19 Paid Sick Leave to Essential Food Sector Workers

Little ASAP

April 17, 2020

Dear Littler: Do We Have to Provide the Kitchen Sink (Literally!) to Lactating Employees?

Dear Littler

September 16, 2019

Dear Littler: What is the Story with Employee Election Leave?

Dear Littler

October 3, 2018

Washington State Amends Domestic Violence Leave Law

Little ASAP

April 17, 2018

Littler Elevates 28 Attorneys to Shareholder

Little Press Release

January 3, 2018

Making the Most of Your 2018 Employee Handbook

XpertHR

November 1, 2017

What's All the Fuss About? An Overview of Fair Scheduling Requirements, and a Few Tips for Staying on Top of Them All

Littler Podcast

October 4, 2017

Who Could Have Predicted? Fair Scheduling Requirements Pose Compliance Challenges for Retail, Restaurant and Other Employers

Littler Insight

September 18, 2017

California Employers Must Note Expansive Anti-Discrimination Rules

SHRM Online

September 5, 2017

After Hurricane Harvey, Here's What Employers Must Do

TLNT

August 30, 2017

Reparando los Daños: Las Responsabilidades del Empleador como Consecuencia del Huracán Harvey

Littler Insight

August 30, 2017

Picking Up the Pieces: Employer Responsibilities in the Aftermath of Hurricane Harvey

Littler Insight

August 29, 2017

4 Wage and Hour Challenges for California Employers

SHRM Online

August 22, 2017

4 California-Specific Leave Challenges for Employers

SHRM Online

August 9, 2017

City of Tacoma Issues Rules Interpreting Paid Leave Ordinance

Littler Insight

September 16, 2015

Tacoma is the Third Washington City to Mandate Paid Leave

Littler Insight

May 29, 2015

CEO Advisor: Human Resources

Seattle Business

December 22, 2014

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

Littler Bolsters Pacific Northwest Presence with a Group of Four New Attorneys

Littler Press Release

September 13, 2011

Partisanship Redefined: Why Blanket Primaries are Constitutional

29 Seattle U. L. Rev. 495

2006

Speaking Engagements

“Leaving on a Jet Plane”: What Employers Need to Know to Navigate Leaves of Absence Under Federal, State, and Local Laws in the Evergreen State

SHRM South Puget Sound Chapter

October 17, 2024

Predictably Unpredictable – An Overview of Fair Workweek Laws

May 18, 2023

Paid Family Feud: Navigating Dueling State- and Employer-Sponsored Leave and Wage-Replacement Programs

Littler Virtual California Regional Employer Conference

November 2, 2022

Paid Family Feud: Navigating Dueling State – and Employer-Sponsored Leave and Wage-Replacement Programs

2022 California Virtual Regional Employer Conference

November 2, 2022

Washington Update: New Employment Law Legislation for 2021-2022

May 17, 2022

Paid Family Feud: Navigating Dueling State- and Employer-Sponsored Leave and Wage-Replacement Programs

Littler Executive Employer Conference

May 5, 2022

Paid Family and Medical Leave: The New Frontier

Business Management Daily Webinar

December 10, 2021

Perplexed to Oblivion: The Conundrum of Using PTO and Unlimited Time Off Policies for Paid Sick Leave Compliance

Littler Webinar

December 9, 2021

Littler's Second Annual Employee Handbook Update

November 12, 2021

Paid Family and Medical Leave – The New Leave Frontier

Littler Webinar

October 20, 2021

An In-depth Look at Paid Family and Medical Leave Programs

July 21, 2021

Washington Paid Family and Medical Leave 201: Lessons Learned and Frequently Asked Questions

Seattle, WA

March 30, 2021

New Year, New Handbook

January 25, 2021

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session Ten

January 8, 2021

The Rite of Fall: Preparing Policy Handbooks for the Coming Year

October 19, 2020

Littler's First Annual Employee Handbook Update

October 14, 2020

COVID-19 in the Workplace: Recent Developments and Compliance Challenges

October 2, 2020

Returning to the Workplace

Webinar, National Association of Church Personnel Administrators
May 28, 2020

Southern California Legal Update Series - San Diego

San Diego Marriott Del Mar 11966 El Camino Real San Diego, CA 92130
January 14, 2020

Employee Handbooks: Keeping Up with the "Do's and Don'ts" to Achieving Compliance

September 11, 2019

Washington Paid Family and Medical Leave Update

September 10, 2019

Employee Handbooks: Keeping Up with the "Do's and Don'ts" to Achieving Compliance

Webinar
July 18, 2019

Southern California Legal Update Series - San Diego

San Diego, CA
January 8, 2019

The Top Employment Law Issues Impacting Startups & Nuts and Bolts of Hiring / Firing

San Francisco
October 2, 2018

17th Annual All Day Labor Law Seminar

American Payroll Association, San Diego Chapter
July 28, 2018

#NotYouToo: Conducting Workplace Investigations in the Aftermath of #MeToo

West Sound Human Resource Management Association Spring Workshop
May 9, 2018

Handbooks

Littler Executive Employer, Phoenix, AZ
May 4, 2018

Top 10 HR Strategies to Mitigate Risk & Ensure Compliance

2018 Washington State Employment Law & HR Conference - Washington State SHRM
April 20, 2018

Southern California Legal Update - San Diego

San Diego, CA

December 7, 2017

Is That in Writing? Making the Most of Your 2018 Employee Handbook

Xpert HR

October 25, 2017

ASA Washington Staffing Symposium

Seattle, WA

September 21, 2017

New Parental Leave Laws in California

Lorman Webinar

April 5, 2017

The Good, The Bad, and The Ugly: A Legal Update

2017 Washington State Employment Law & HR Conference - Washington State SHRM

March 31, 2017

Washington State Employment Law Update

American Staffing Association, Washington Council

November 10, 2016

Politics in the Workplace: Election and Employment Law Collide

Annual Lunch and Learn - Hot Topics for HR Professionals

October 20, 2016

All Day Labor Law Seminar

American Payroll Association, San Diego Chapter

July 16, 2016

Employment Law Update with a Side of BYOD

Seattle SHRM, Seattle, WA

May 19, 2016

FLSA Update and Employee Classification Guidelines

Paychex Webinar

April 18, 2016

Risk Management for Employee Separations

2016 Washington State Employment Law & HR Conference - Washington State Human Resources Council, Bellevue, WA
March 18, 2016

The Essential Employee Handbook

2016 Symposium - Lake Washington Human Resource Association, Bellevue, WA
February 9, 2016

2015 in Review: A Legal Update

South King County Human Resources Association
January 21, 2016

Washington Employment Law Update

Staffing Owners and Senior Managers Conference - Staffing Association of Washington
November 19, 2015

Conducting Lawful Investigations

West Sound Human Resource Management Association Fall Conference
November 4, 2015

Background on Background Checks

Compliance Insights with Alliance 2020
October 29, 2015

HR Legal Yearbook: New Faces and Old Friends

Seattle SHRM, Seattle, WA
May 21, 2015

Conducting Lawful Investigations

2015 Washington State Employment Law & HR Conference - Washington State Human Resources Council
March 27, 2015

Responding to Legal Sea Changes with Agility

2015 Symposium - Lake Washington Human Resource Association, Bellevue, WA
February 10, 2015

2014 in Review: A Legal Update

South King County Human Resources Association
January 15, 2015

HR'S New Business Partner – The Bottom Line

West Sound Human Resource Management Association
January 14, 2015

Washington Employment Law Update

Staffing Owners and Senior Managers Conference - Staffing Association of Washington
October 29, 2014

HR in Business

South King County Human Resources Association
September 18, 2014

Wait, what just happened!?! (Legislative, Judicial, and Regulatory Innovations in Employment Law)

2014 Symposium - Lake Washington Human Resource Association, Bellevue, WA
February 11, 2014

Year In Review

Seattle, WA
January 22, 2014

Washington Employment Law Update

South King County Human Resources Association (SKCHRA), Kent, WA
January 16, 2014

Washington Employment Law Update

Staffing Owners and Senior Managers Conference - Staffing Association of Washington, Seattle, WA
November 7, 2013

Conducting Lawful Investigations Workshop

Seattle, WA
September 12, 2013

Leave Me Alone: Coordinating Leaves of Absence Under Federal, State, and Local Leave Laws

15th Annual Employment Law & Legislative Conference - Washington State SHRM Council, Bellevue, WA
March 12, 2013

HR'S New Business Partner

2013 Symposium - Lake Washington Human Resource Association, Bellevue, WA
February 13, 2013

2012 in Review: A Legal Update

South King County Human Resources Association (SKCHRA), Kent, WA
January 17, 2013

Top 10 Wage and Hour Compliance Tips

August 24, 2012

Leave Me Alone: Tips and Tricks for Complying with Federal, State, and Local Leave Laws

Chapter Meeting - Olympia SHRM, Olympia, WA
July 10, 2012

Leave Me Alone: Tips and Tricks for Complying with Federal, State, and Local Leave Laws

Seattle, WA
May 2, 2012

The Essential Employee Handbook

Seattle, WA
April 4, 2012

Nuts and Bolts of Hiring and Firing

Seattle, WA
March 7, 2012

Leave Me Alone: Tips and Tricks for Complying with Federal, State, and Local Leave Laws

Kent, WA
February 16, 2012

Employment Law Update

Employment Law Luncheon
2009 and 2011

The Essential Employee Handbook

Tacoma Chapter - Painting and Decorating Contractors of America
March 2011

The Top 5 Reasons to Have an Employee Handbook

Tacoma Executives Association
July 2010

At the Intersection of Antitrust and Intellectual Property Law: Looking Both Ways to Avoid a Collision

Law Review Symposium - Seattle University School of Law

April 7, 2006

Where's my Vote: Lessons Learned from Washington State's Gubernatorial Election

Law Review Symposium - Seattle University School of Law

April 16, 2005

Books & Book Chapters

- *Littler on Reductions in Force: Information for the Downsizing Employer*, Littler National Employer Library, 2016
- *Survey of State Laws Regarding Gender Identity and Sexual Orientation Discrimination in the Workplace, Chapter 20, Gender Identity and Sexual Orientation in the Workplace: A Practical Guide*, Bloomberg BNA, chapter contributor, 2014