

## Sandra J. McMullan

Of Counsel

101 Second Street  
Suite 1000  
San Francisco, CA 94105  
main: (415) 433-1940  
direct: (415) 677-3151  
fax: (415) 399-8490  
smcmullan@littler.com

50 West San Fernando Street  
7th Floor  
San Jose, CA 95113  
main: (408) 998-4150  
fax: (408) 288-5686  
smcmullan@littler.com



---

## Focus Areas

Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Hiring, Performance Management and Termination  
Wage and Hour  
Leaves of Absence and Disability Accommodation

## Overview

Sandra J. McMullan defends and represents employers in single plaintiff and class action litigation in state courts and arbitration proceedings in matters involving:

- Discrimination
- Harassment
- Leaves and accommodation
- Retaliation
- Wrongful termination
- Breach of contract
- Unfair labor practices
- Wage and hour

Sandra has experience preparing discovery, taking and defending depositions, negotiating settlements, and providing advice to employers on a wide variety of employment related issues. In addition, she has experience with pre-trial law and motion practice, has second chaired two trials, participated in arbitrations, and obtained numerous litigation victories at the summary judgment and demurrer stages. Some notable examples of her successes include:

- Settled case involving more than 450 class plaintiffs following submission of motion for summary judgment in complex disability discrimination case

- Settled multi-million dollar, multi-jurisdictional lawsuit involving complex claims for indemnification and allegations of breach of fiduciary duties, violation of the Delaware Limited Liability Company Act, and fraudulent conveyance of assets
- Served as second chair for corporation and corporate officers in preliminary and permanent injunction involving claims for tortious interference with employment covenant, breach of post-employment covenant, civil conspiracy, corporate oppression under Section 12.56 of the Illinois Business Corporation Act, excessive compensation, and corporate indemnification
- Served as second chair defense counsel in employment case involving claims for race discrimination and harassment as well as complex commercial case involving claims for injunction, removal of trustee, breach of fiduciary duties, accounting, declaratory judgment, and applicability of shareholders' agreement to valuation of corporate shares held in trust
- In collaboration with lead counsel, drafted two submissions to the Illinois Appellate Court as well as trial submissions; drafted petition for leave to appeal, and opening, and response brief - granted by the Illinois Supreme Court

Prior to joining Littler, Sandra worked in several other law firms in Los Angeles and Chicago. She was also a consultant in the Human Capital Services division of Arthur Andersen.

## Professional and Community Affiliations

- Member, Sonoma County Bar Association, 2014-present
- Member, American Inn of Court, Chicago Chapter, 2002-2009
- Member, Women's Bar Association of Illinois, 2002-2009
- Member, Chicago Bar Association, 2002-2009
- Co-Chair, Civil Litigation Committee, 2006
- Judge, National Advocacy Competition, American Bar Association, 2004

## Education

J.D., University of Miami

M.A., University of California, San Diego

B.A., University of California, Berkeley

## Bar Admissions

California

Illinois

## Courts

U.S. District Court, Central District of California

U.S. District Court, Northern District of Illinois

## **Languages**

Spanish

Italian

## **Publications & Press**

### **Putting Gov't Employee Social Media Policies To The Test**

*Law360*

May 10, 2017