

Natalie A. Pierce

Shareholder

650 California Street
20th Floor
San Francisco, CA 94108
main: (415) 433-1940
direct: (415) 288-6321
fax: (415) 399-8490
npierce@littler.com



Practice Areas

Complex Litigation and Jury Trials
Discrimination and Harassment
Wage and Hour

Overview

Natalie A. Pierce advises employers of all sizes, ranging from start-ups to global corporations, on all aspects of the employer-employee relationship. She focuses on identifying and avoiding problems before they arise through the use of compliance audits and development of workplace policies and procedures. She handles:

- Workplace investigations
- Competition and confidentiality matters
- Employee classification issues
- Employee terminations
- Reductions-in-force

Additionally, Natalie is a litigator who represents corporations in all types of employment litigation matters before state and federal courts and agencies defending clients against claims involving discrimination, harassment, wrongful discharge, and retaliation. She also has extensive experience with both individual and class action wage and hour litigation, in cases involving:

- Misclassification of employees
- Unlawful deductions from employee pay
- Improper record keeping
- Missed meal and break periods

Natalie has handled numerous claims involving alleged violations of confidentiality, solicitation, and covenants not to compete, and often plays a significant role in assisting clients with structuring corporate transactions that minimize risk and maximize the value and success from a labor and employment perspective. Her experience spans the employment aspects of corporate transactions, including:

- Conducting due diligence

- Drafting employment, consulting severance and transitional services agreements
- Pre- and post-closing integration activities

A skilled speaker, Natalie regularly provides training for clients and professional organizations on various topics, including:

- Managing performance
- Workplace audits
- Employment issues in corporate restructuring
- Harassment prevention
- Workplace investigations
- Wage and hour laws

Natalie is a member of the firm's Unfair Competition and Trade Secrets, Wage and Hour, and Business Restructuring practice groups and is co-chair of the firm's Diversity and Inclusion Council.

Professional and Community Affiliations

- Member, Labor and Employment Section - State Bar of California
- Member, Alternative Dispute Resolution Committee - State Bar of California
- Member, Bar Association of San Francisco
- Member, California Minority Counsel Program
- Member, Hispanic National Bar Association

Recognition

- Recipient, Emil Schlesinger Labor Law Prize

Education

J.D., Columbia University School of Law, 1997, *Harlan Fiske Stone Scholar*

B.A., University of California at Berkeley, 1993, *With Honors*

Bar Admissions

California

Languages

Spanish

Speaking Engagements

March 6, 2013

2013 Employment Law Update

North Shore Labor Counsel, Chicago, IL

October 9, 2012

Cross-Border Investigations and Litigation: A Primer for the Multi-National Employer
23rd Annual Business Conference - California Minority Counsel Program (CMCP), San Francisco, CA

May 11, 2012

How to Keep Your CEO Out of Jail: What Every HR Professional and Employment Counsel Should Know About the
Federal Sentencing Guidelines?
The 2012 Executive Employer® Conference, Littler Mendelson, Scottsdale, AZ

April 19-21, 2012

Cultural Intelligence: Stories From Doing Legal Business Around The World
9th Annual General Counsel Invitational Diversity Leadership Summit - Minority Corporate Counsel Association (MCCA),
Miami, FL

February 9, 2012

Harassment and Discrimination: Managing the Cultural and Legal Expectations of Multinationals
The Global Employer - Latin America Conference, Littler Mendelson, Miami, FL