



Katie A. Sharpless

Associate

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Areas of Focus

- Labor and Employment



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Katie represents employers in a wide range of workplace disputes, including discrimination, harassment, retaliation, wrongful termination, wage and hour violations, trade secret misappropriation, and unfair competition. She has extensive experience defending employers in wage and hour class actions, Private Attorney General Act (PAGA) claims, and single-plaintiff lawsuits in both state and federal courts. Additionally, Katie routinely drafts workplace procedures, policies, employee handbooks, severance agreements, and arbitration agreements. She also advises employers on the ever evolving employment law landscape in California including leave of absences, reasonable accommodation and interactive process requirements, performance management, and wage and hour compliance.

Dedicated to pro bono service, Katie focuses on immigration and civil rights matters, reflecting her commitment to advocacy beyond her employment practice.

Publications

“California’s S.B. 826: Will the Supreme Court Get on Board?,” 42 WOMEN’S RTS. L. REP. 172 (2021)

“California Federal Court Dismisses Data Privacy Litigation, Finding Website Operator Has Immunity Under Communications Decency Act,” National Law Review (March 2021)

“Federal Court Finds Article III Standing in Data Event Litigation But Dismisses Majority of Plaintiff’s Claims Under Rule 12(b)(6),” Consumer Privacy Blog (August 2021)

“Federal Court Dismisses Ca. Privacy Claims Against Wellness Company,” Consumer Privacy Blog (May 2021)

“Seven-Day Forecast of Clear Skies and Predictive Work Schedules: Oregon’s Fair Work Week Act,” Oregon State Bar Labor & Employment Section (Mar. 2019)

Professional Affiliations

San Francisco Bar Association

Judicial Clerkships

Honorable Michael H. Simon, United States District Court in Portland, OR (2020)

Academic Distinctions

Environmental Law Review, Submissions Editor and Associate Editor

Education

J.D., cum laude Lewis and Clark Law School (2020)

B.A., cum laude University of California, Santa Barbara (2016)

Admissions and Courts

California

U.S. District Court for the Southern District of California

U.S. District Court for the Northern District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Central District of California

U.S. Court of Appeals for the Ninth Circuit