

## Erin Winters

Of Counsel

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## Focus Areas

Policies, Procedures and Handbooks  
Leaves of Absence and Disability Accommodation  
Hiring, Performance Management and Termination  
Discrimination and Harassment

## Overview

Erin Winters provides strategic employment advice and counsel to businesses of all sizes on California and federal employment law, including leaves of absence, workplace accommodations, as well as handbook and policy development. She also assists employers with performance management, training, discrimination and harassment prevention, audits, worker classification, and a variety of human resource related projects.

Erin has successfully defended employers in federal and state court actions involving claims of employment discrimination, wage and hour violations, and other employment issues. She has also represented clients in state and federal administrative proceedings.

A former journalist, Erin is a frequent speaker, and has published numerous articles on labor and employment law topics. During law school, she clerked at the Alameda County Superior Court.

## Professional and Community Affiliations

- Former Member, Labor and Employment Executive Committee, Alameda County Bar Association
- Former Board Member, Northern California Employment Round Table (NCERT)

## Recognition

- Named, Rising Star, Northern California, *Super Lawyers*, 2018

## Education

J.D., San Francisco Law School, 2008

B.A., Barnard College, Columbia University, 1998

## Bar Admissions

California

## Courts

U.S. District Court, Northern District of California

## Publications & Press

### **Handbook Season Arrives with a Flurry of Potential Policy Updates**

*Littler Insight*

December 5, 2024

### **A Majority of Alaskans Appear to Have Approved a Paid Sick Leave Ballot Measure**

*Littler Insight*

November 13, 2024

### **Creating a Culture of Support: Five Essentials for Assisting Employee-Victims of Domestic Violence, Sexual Assault, and Stalking**

*Next Concept HR Magazine*

April 2019

### **Domestic Violence, Sexual Assault, and Stalking: Develop a Workplace Response**

*@Work Magazine, Disability Management Employer Coalition*

March 2019

### **Alleged Preference for Korean Employee Revives Lawsuit**

*SHRM Court Report*

August 2018

**Software Company Wins Overtime Lawsuit**

*SHRM Court Report*

May 2018

**State Law Overtime Claim Revived**

*SHRM Court Report*

April 2018

**Claims of Improper Training Fail to Sustain Discrimination Lawsuit**

*SHRM Court Report*

March 2018

**Pregnant Employee Who Rested or Slept on Break Advances Claims**

*SHRM Court Report*

February 2018

**Reassignment of Job Duties Did Not Violate FMLA**

*SHRM Court Report*

January 2018

**Speaking Engagements**

**2025 California Breakfast Briefing Series - Walnut Creek**

Walnut Creek, CA

January 14, 2025

**Walnut Creek Fall 2024 Breakfast Briefing**

Walnut Creek, CA

October 1, 2024

**Domestic Violence, Sexual Assault, and Stalking: Victim Rights and Leave Management**

HR West, Oakland, CA

March 13, 2019

**Best Practices for Complying with State Laws Regarding Stalking and Sexual Violence**

DMEC National Compliance Conference, Orlando, FL

May 2018

## **Books & Book Chapters**

- California Supreme Court Holds Class Action Waivers Are Subject to Scrutiny, *California Labor & Employment Law Review*, January 1, 2008
- Identity Theft: Is Proof of Actual Damages Necessary to Collect Liquidated or Statutory Damages? Identity Theft: Is Proof of Actual Damages Necessary to Collect Liquidated or Statutory Damages?, *The Privacy & Data Protection Legal Reporter*, January 1, 2006