

## Fay Kouei Saechao

Associate

500 Capitol Mall  
Suite 2000  
Sacramento, CA 95814  
main: (916) 830-7200  
direct: (916) 830-7273  
fax: (916) 561-0828  
fsaechao@littler.com



---

## Focus Areas

Wage and Hour  
Discrimination and Harassment  
Leaves of Absence and Disability Accommodation

## Overview

Fay Saechao advises and represents employers and management in a broad range of labor and employment law matters arising under federal and state laws, including:

- Wage and hour claims arising under the California Labor Code as well as the California Private Attorney General Act (PAGA), including claims for minimum wage and overtime obligations, meal and rest breaks, expense reimbursement, waiting time penalties, and wage-statement violations
- Discrimination, harassment, and retaliation claims
- Reasonable accommodation and interactive process claims
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The California Family Rights Act (CFRA)
- The California Fair Employment and Housing Act (FEHA)

Fay's nine years of experience in management enables her to bring creative solutions to help clients resolve disputes that arise in the workplace. She builds meaningful relationships with clients based on trust and a deep understanding of the unique needs of clients' businesses and their workforce. She serves as a true partner to clients to help navigate the ever-changing landscape of labor and employment laws in California. Her practice focuses on defending and advising companies of all sizes, from small businesses to multinational corporations in a variety of industries.

Fay has successfully defended clients against claims in all phases of employment disputes including pleadings, law and motion, complex discovery issues, arbitration, and mediation. She has successfully obtained desired outcomes for clients in all phases of the claims process, including pre-litigation and once litigation has begun.

Prior to joining Littler, Fay worked at a litigation firm where she focused on representation of public and private entities in state and federal courts. She is one of the first attorneys in the world who is of Lu Mien descent. She volunteers her time mentoring first generation college and law students, and students in underserved communities.

## Professional and Community Affiliations

- Member, Asian/Pacific Bar Association of Sacramento
- Member, Sacramento County Bar Association
- Member, American Bar Association
- Lu Mien Student Conference Advisor, Conference Keynote Speaker, Student Conference Co-Chair, Student Conference Panelist, Volunteer, Lu Mien Community Services, 2003-2023
- Volunteer, Asian Pacific Community Counseling, Habitat for Humanity, Sacramento Food Bank, Neighborhood Works Sacramento, My Sister's House, and the Leukemia & Lymphoma Society
- Director, Fundraising Co-Chair, Sacramento Capital Foundation, 2012-2018
- Student Associate, The Anthony M. Kennedy American Inn of Court, 2015-2016

## Recognition

- Recipient, Araki-Isenberg Scholarship Award, *Asian/Pacific Bar Association of Sacramento Law Foundation*, 2014
- Recipient, Mr. and Mrs. William D. James Foundation Scholarship, *University of the Pacific McGeorge School of Law*, 2013, 2015

## Education

J.D., University of the Pacific McGeorge School of Law, 2016

B.A., University of California, Davis, 2011

## Bar Admissions

California

## Courts

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

## Languages

Mien

## Publications & Press

**Proposition 46: Drug and Alcohol Testing of Doctors. Medical Negligence Lawsuits**

*California Initiative Review (CIR)*

Vol. 2014, Article 7

## Speaking Engagements

**Violence Prevention Plans, Hybrid Work Woes, Valuing Veterans, and Other Employment Challenges for 2024**

Sacramento, CA

May 14, 2024

**2024 Wage & Hour Law Compliance Update: Latest Claim Trends and Strategies for Success**

San Francisco Employer Advisory Council, San Francisco, CA

February 8, 2024