

Sandra J. McMullan

Of Counsel

101 Second Street
Suite 1000
San Francisco, CA 94105
main: +1 (415) 433-1940
direct: (415) 677-3151
fax: +1 (415) 399-8490
smcmullan@littler.com

50 West San Fernando Street
7th Floor
San Jose, CA 95113
main: +1 (408) 998-4150
fax: +1 (408) 288-5686
smcmullan@littler.com



Focus Areas

Litigation and Trials
Discrimination and Harassment
Whistleblowing, Compliance and Investigations
Hiring, Performance Management and Termination
Drugs and Alcohol

Overview

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

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

Most recently, as lead counsel, Sandra has successfully defended a national bank through a full summary judgment verdict involving claims for race and national origin discrimination and harassment. Sandra has also first chaired a full defense verdict in arbitration for a maintenance and management services company in which the plaintiff alleged claims of hostile work environment harassment, national origin, race and religious discrimination, defamation and retaliation.

Other notable examples of Sandra's successes include:

- Obtaining numerous litigation victories at the summary judgment and demurrer stages including successfully negotiating well over one hundred single plaintiff settlements
- Settling a case involving more than 450 class plaintiffs following submission of motion for summary judgment in complex disability discrimination case
- Settling a 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
- Serving 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
- Serving 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 including providing advice to employers on a wide variety of employment related issues

Sandra also has extensive experience in all phases of discovery, including taking and defending depositions, and providing advice to employers on a wide variety of employment related issues.

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 handling expatriate payroll administration.

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 California

U.S. District Court, Southern District of California

U.S. District Court, Northern District of Illinois

Languages

Spanish

Italian

Publications & Press

Psychedelics and Marijuana on the Ballot: How Should Employers Prepare for Potential Legalization?

Littler Insight

October 28, 2024

Microdosing Psilocybin: Popular Drug Has Implications for the Workplace

Littler Insight

October 9, 2024

Putting Gov't Employee Social Media Policies To The Test

Law360

May 10, 2017