



Michelle T. Harrington

Partner

mtharrington@foxrothschild.com



Los Angeles, CA

Tel: 424.285.7125

Fax: 310.556.9828

Michelle defends employers in complex matters, including wage-and-hour class actions, PAGA claims and high-stakes single plaintiff claims. She is a go-to litigator and adviser for Fortune 500 and private companies in a variety of industries, including banking, retail, security, automotive and fast food.

Michelle regularly defends employers in informal tribunals, such as arbitration, with the California Civil Rights Department, California Division of Labor Standards Enforcement, California Department of Industrial Relations, California Labor Commissioner, the U.S. Department of Labor and the Equal Employment Opportunity Commission.

She advises on labor and employment due diligence for buy-and-sell side multistate and international mergers and acquisitions in an array of industries.

Michelle also is a member of our Franchising & Distribution Practice Group and is adept at guiding franchisors and franchisees in franchise employment law.

She is a speaker for the Continuing Education of the Bar (CEB), a nonprofit program of the University of California that serves the California legal community and develops employment programming for CEB's learning platform.

Employers rely on Michelle for advice on a range of human resources policy matters, including arbitration agreements, class action waivers, drafting and revising employee handbooks and meal period waivers. She also counsels businesses on day-to-day risks, such as discipline, terminations, reasonable accommodation, leaves of absence, internal investigations, employee classification (exempt/nonexempt) and independent contractor status.

Services

- Labor & Employment
- Food & Beverage
- Franchising & Distribution

Representative Matters

Ybarra v. Dacor et al. (Los Angeles Superior Court Case No. KC 054144 (Defense judgment notwithstanding the verdict on employee claims for disability and age discrimination)

Beyond Fox Rothschild

Michelle performs pro bono work through Christian Legal Aid of Los Angeles, which provides legal help to the poor and underrepresented communities in Los Angeles.

Client Resources

e-Book

[Doing Business in California: A Guide for Employers](#)

California Employment Law Blog

Michelle is a contributor to our [California Employment Law](#) blog, where she writes about a wide variety of topics including fast food employers and minimum wage, restrictive covenants, and employers' obligations during emergency conditions and natural disasters.

Bar Admissions

- California

Court Admissions

- U.S. District Court, Central District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California

Memberships

- Los Angeles County Bar Association, Employment Law Section
- Asian Business Association of Los Angeles
- National Employment Law Council
- National Asian Pacific American Bar Association

Before Fox Rothschild

Prior to joining Fox Rothschild, Michelle was a labor and employment partner at a national litigation firm and the Co-Chair of the firm's Southern California Employment Practice Group.

Education

- California Western School of Law (J.D.)
 - Dean's Merit Scholarship
 - American Jurisprudence Award - Trial Advocacy
 - Academic Achievement Award
- University of North Carolina at Chapel Hill (B.A., *Dean's List*)

Publications

September 29, 2023

Calif. Law Poses New Risks to Employer Noncompete Use

Law360