



Theodora R. Lee, a senior shareholder/partner in the San Francisco and Walnut Creek offices of Littler Mendelson, defends employers in complex wage and hour class actions, discrimination class action lawsuits and general employment litigation. Ms. Lee has extensive courtroom experience, and specializes in all aspects of employment and labor relations law, including wrongful termination litigation; National Labor Relations Board matters, including representation cases, unfair labor practice proceedings, grievance arbitrations; Title VII and FEHA proceedings, including race, sex, religious and age harassment and discrimination; and unfair competition proceedings. She also counsels employers on day to day employment issues such as covenants not to compete, personnel policies, hiring and termination of employees, the Americans with Disabilities Act, the Uniform Trade Secrets Act, the California Business and Professions Code, the Family and Medical Leave Act, federal and state wage and hour issues, pre-employment screening, litigation avoidance, reductions in force, the development of personnel policies and procedures, workplace violence, employee terminations, employment agreements, drug and alcohol testing, and risk management protocols. Ms. Lee's energy and enthusiasm for labor and employment law translates into an intense focus on providing value to clients through innovative and superior quality work with exceptional client service.

Ms. Lee is a settlement commissioner, Early Neutral Evaluator, AAA certified arbitrator and mediator, and has concluded more than 3,000 matters through use of private arbitration or mediation, including large, complex, class actions, multi-party litigation actions, and individuals suing their employers. She has been a contributing writer to numerous employment law publications and presents seminars on a wide variety of employment issues and regularly conducts in-house employment law training programs.

Ms. Lee regularly appears on TV and Radio, including NPR and PBS, speaking on various employment topics. She is an Advisor to the Executive Committee of the Labor and Employment Law Section of the State Bar of California, and serves as a Board Member of various community organizations, including Bay Area Legal Aid and YMCA - San Francisco. She has been recognized as one of the Leading Law Firm Rainmakers by the Minority Corporate Counsel Association, and has been repeatedly named as a Super Lawyer -Northern California. Apart from the practice of law, Ms. Lee is an award winning vintner, and owner of Theopolis Vineyards. She is a graduate of Spelman College and the University Of Texas School Of Law.