

Nicole Kamm

Partner

Woodland Hills/Los Angeles

t: 818.230.4253

f: 818.230.4251

Email



Service Focus

- Litigation and Trials
- Counseling and Advice
- Employment Discrimination and Harassment
- Employee Leaves and Accommodations
- Wage and Hour
- California Class Actions and PAGA

Industry Focus

- Education
- Healthcare
- Hospitality
- Manufacturing
- Transportation and Supply Chain

Trending

- COVID-19/Vaccine Resource Center

Overview

Nicole Kamm represents a broad range of clients, from small businesses to national companies, in a variety of industries, including healthcare, technology, manufacturing, retail, hospitality, construction, transportation and professional services. Nicole defends employers and provides dispute resolution counsel against individual and class claims of discrimination, harassment, retaliation, wrongful termination, and wage and hour violations before state and federal courts and administrative agencies. Nicole also provides strategic counsel and management training on employment issues that arise in the workplace, including hiring, discipline and termination decisions, leaves of absence, reductions in force and compliance issues arising under Title VII, the California Fair Employment and Housing Act, the California Family Rights Act, the Americans with

Disabilities Act, the Fair Labor Standards Act, the California Labor Code and Industrial Welfare Commission wage orders, and the federal and California Worker Adjustment and Retraining Notification Act.

Nicole has handled a full range of labor and employment matters, including claims before the Department of Labor, EDD, EEOC, and California Division of Labor Standards Enforcement (DLSE). Nicole regularly advises employers on preventive steps to minimize potential exposure arising from issues such as wage and hour compliance, independent contractor classification, and mass lay off strategies.

Nicole is active in the local business and legal community. She previously served on the San Fernando Valley Bar Association's Board of Trustees and is the co-founder of Women to Women (W2W), a networking group for dynamic and innovative female professionals. The *Los Angeles Business Journal* named Nicole "a Leader of Influence: Thriving in Their Forties" in 2023 and she was named a "Top Attorney" by *Pasadena Magazine*. She received her J.D., *cum laude*, from Pepperdine School of Law and her B.A. from University of California, Berkeley.

Credentials

Education

- J.D., 2006, *cum laude*, Pepperdine University Caruso School of Law
- B.A., 2000, University of California, Berkeley

Bar Admissions

- California

Recognitions

- Named a Leader of Influence: Thriving in Their Forties by the *Los Angeles Business Journal* (2023)
- *Los Angeles Business Journal* 2020 Leaders in Law Awards Nominee
- Southern California Super Lawyers, (2019 - 2022)
- Southern California Super Lawyers – Rising Stars, (2012 - 2018)
- San Fernando Valley Business Journal; Trusted Advisors Trailblazer Award (2015)
- San Fernando Valley Business Journal; Trusted Advisors Nominee (2014)
- Los Angeles Business Journal; Women Making a Difference Award (2013)

Affiliations

Professional Activities

- National Human Resources Association Los Angeles (NHRA-LA), Board Member 2020-Present
- Association of Corporate Growth 101 Corridor (ACG101), Women's Committee Member 2023-Present
- San Fernando Valley Bar Association, Board of Trustees 2014-2016
- San Fernando Valley Bar Association, Chair of Employment Section 2012-2014

Insights

NEWS

04/05/25

California Partners Participate in Los Angeles Business Journal's Labor and Employment Roundtable

Hannah Sweiss, Nicole Kamm

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NEWS

01/21/25

Republished Insight: Employer FAQs for the California Wildfires: Your Role in Protecting Workers'

Sheldon J. Blumling, Benjamin M. Ebbink, Nicole Kamm, Aymara Ledezma, Jacklin Rad, Andrew J. Sommer, Megan C. Winter

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INSIGHTS

01/10/25

Employer FAQs for the California Wildfires: Your Role in Protecting Workers' Health, Safety, and Workplace Rights

Sheldon J. Blumling, Benjamin M. Ebbink, Nicole Kamm, Aymara Ledezma, Jacklin Rad, Andrew J. Sommer, Megan C. Winter

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EVENT

01/09/25

Fisher Phillips 2025 California Legislative & Case Law Update: Woodland Hills

Nicole Kamm, Hannah Sweiss, Nicole Golob, Arit Dilip Butani, Serineh Terzyan, Alyssa Graf

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NEWS

09/04/24

Republished Insight: Key Points California Employers Need to Know About New Federal Pregnancy Accommodation Requirements

Aaron Cargain, Kelsey L. Wong Javier, Nicole Kamm, Jacklin Rad

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INSIGHTS

07/23/24

California Court Rules That Egg Retrieval and Freezing Procedures Do Not Qualify for Pregnancy Protection – But Employers Should Tread Carefully

Nicole Kamm, Jacklin Rad, Aaron Cargain

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INSIGHTS

07/01/24

Key Points California Employers Need to Know About New Federal Pregnancy Accommodation Requirements

Aaron Cargain , Kelsey L. Wong Javier, Nicole Kamm, Jacklin Rad

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INSIGHTS

05/02/24

How Will Psychedelics Impact the Workplace as Therapeutic Treatment Gains Popularity? 4 Things Employers Should Know

Nazanin Afshar, Nicole Kamm, Ariella Kupetz, Lisa Nagele-Piazza

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PUBLICATION

01/10/24

California Attorneys Break Down State's New Legislation Affecting Employers in 2024

Nicole Kamm, Alyssa Graf

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EVENT

01/09/24

Fisher Phillips 2024 California Legislative & Case Law Update: Woodland Hills

Arit Dilip Butani, Nicole Golob, Nicole Kamm, Hannah Sweiss

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