

Nicole Kamm

Partner

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Service Focus

- Litigation and Trials
- Counseling and Advice
- Employment Discrimination and Harassment
- Employee Leaves and Accommodations
- Wage and Hour

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. *Super Lawyers* designated Kamm a "2019 Top Female Attorney" in *Los Angeles Magazine* 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, Pepperdine University Caruso School of Law
- B.A., 2000, University of California, Berkeley

Bar Admissions

- California

Recognitions

- *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

- San Fernando Valley Bar Association, Board of Trustees 2014-2016
- San Fernando Valley Bar Association, Chair of Employment section 2012-2014

Insights

EVENT

01/09/24

INSIGHTS

08/04/23

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

Arit Dilip Butani, Nicole Golob, Nicole Kamm, Hannah Sweiss, Ron M. Pierce

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Workplace Law Update: 22 Essential Items on Your August To-Do List

Emily Alvarez, David E. Amaya, Michelle I. Anderson, Amanda M. Blair, Ted Boehm, Suzanne K. Bogdan, Jennifer B. Carroll, J. Micah Dickie, Anet Drapalski, Benjamin M. Ebbink, Jason A. Fischbein, Ilanit Fischler, Lonnie D. Giamela, Rosemary S. Gousman, Darcey M. Groden, David H. Han, Marty Heller, Melissa Huether, Jang Hyuk Im, Megan L. Janes, Usama Kahf, Nicole Kamm, Anne Yarovoy Khan, Sarah Leon, Courtney Leyes, Emily N. Litzinger, Todd A. Lyon, Richard R. Meneghello, R. Henry Moore, Joshua D. Nadreau, Alden J. Parker, Christopher G. Peterson, Erin Price, Monica Snyder Perl, Nan Sato, Landon R. Schwob, Evan Shenkman, Shanon R. Stevenson, Sharon Suh, Hannah Sweiss, Spencer W. Waldron, David J. Walton, Sheila M. Willis, Arthur M. Wolfson, Annie Ziesing

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INSIGHTS

07/24/23

California Employer on the Hook for Expense Reimbursement During COVID-19 Stay-Home Orders: 4 Key Takeaways

Nicole Kamm, Spencer W. Waldron

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NEWS

05/24/23

Republished Insight: Workers Should Be Paid for Time Spent Booting Up Computers, Federal Appeals Court Rules

Nicole Kamm, Aymara Ledezma

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EVENT

01/25/23

Fisher Phillips 2023 California Legislative and Case Law Update

Lisa Peterson, Caroline S. Scala, Nicole Kamm, Ron M. Pierce

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EVENT

01/10/23

Fisher Phillips 2023 California Legislative and Case Law Update: Woodland Hills

Nicole Kamm, Hannah Sweiss, Ron M. Pierce

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EVENT

11/08/22

California's New Pay Transparency Requirements: A Roadmap for Compliance

Benjamin M. Ebbink, Nicole Kamm, Bret Martin, Drew Tate

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INSIGHTS

11/08/22

The Top 14 Workplace Law Stories from October 2022

Alba V. Aviles, Steven M. Bernstein, Dennis C. Cuneo, Patrick M. Dalin, Scott Fanning, Alyssa Graf, Jason A. Geller, Alexa Greenbaum, Edward F. Harold, Michael A. Holt, Nicole Kamm, Ariella Kupetz, Aymara Ledezma, Todd A. Lyon, Eleanor F. Miller, Hannah Sweiss, A. Kevin Troutman, Jeremy F. Wood

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INSIGHTS

11/08/22

Workers Should be Paid for the Time Spent Booting Up Computers, According to Federal Appeals Court

Nicole Kamm, Aymara Ledezma

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INSIGHTS

09/30/22

California Expands Family and Paid Sick Leave to Allow Employees to Care for a “Designated Person”

Nicole Kamm, Aymara Ledezma

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