



Annie Lau

Partner

San Francisco/Dallas

t: 415.490.9023/214.220.8303

f: 415.490.9001

Email



Service Focus

- Litigation and Trials
- Counseling and Advice

Industry Focus

- Healthcare
- Hospitality
- Manufacturing
- Transportation and Supply Chain

Languages

- Mandarin Chinese

Overview

Annie Lau is a partner in the San Francisco and Dallas offices. She advises and defends employers in all aspects of labor and employment law, including charges of discrimination, sexual harassment, retaliation, wage and hour, breach of contract, and other employment-related claims. Annie also counsels employers on preventive strategies, compliance matters, develops employee handbooks, policies and procedures, and training material.

In addition to her practice as an attorney, Annie gained valuable experience during her time as a human resources manager and intern with the U.S. Equal Employment Opportunity Commission (EEOC).

Annie was selected by Fisher Phillips to be a Fellow on the Leadership Council on Legal Diversity for 2018-2019. She also serves as the firm's Women's Initiative Leadership Council (WILC) Ambassador for the San Francisco and Dallas offices.

Recent Experience

Experience

- Obtained summary judgment in California Superior Court, in a suit brought by a former employee alleging pregnancy and gender discrimination, retaliation, retaliation in violation of the California Family Rights Act, and other claims. Decision affirmed by the California Court of Appeal, First Appellate District.
- Won complete defense verdict after a five-day arbitration hearing for a venerable not-for-profit organization whose former employees alleged race discrimination and retaliatory termination.
- Obtained summary judgment in the Southern District of Texas for a healthcare company. The plaintiff brought a suit alleging discrimination based on disability. Notably, the court found that the plaintiff failed to establish a disability.
- Negotiated a significantly reduced settlement with the Department of Labor for wage and hour violations.
- Summary judgment affirmed by the U.S. Court of Appeals for the Fifth Circuit, in a suit brought by a former employee against a college, alleging discrimination and retaliation under Title VII, violation of rights under Title IX and the First Amendment, and other claims.
- Obtained summary judgment in the Western District of New York in a suit brought by a plaintiff alleging sex discrimination, hostile work environment, and retaliation.
- Dismissal affirmed by the U.S. Court of Appeals for the Fifth Circuit, in a suit brought by a plaintiff alleging sex discrimination and other claims.
- Obtained summary judgment in the Northern District of Texas for a Fortune 100 company in a suit brought by a former employee alleging discrimination based on disability.
- Obtained summary judgment in the Northern District of Texas for a school district brought by a former employee alleging discrimination based on disability and military status.

Credentials

Education

- J.D., Southern Methodist University Dedman School of Law
- B.S., Cornell University

Bar Admissions

- Texas
- California

Court Admissions

- U.S. Court of Appeals for the Fifth Circuit
- U.S. District Court for the Eastern District of California

- U.S. District Court for the Eastern District of Texas
- U.S. District Court for the Northern District of California
- U.S. District Court for the Northern District of Texas
- U.S. District Court for the Southern District of Texas
- U.S. District Court for the Western District of Texas

Affiliations

Professional Activities

- National Association of Women Lawyers
- National Asian Pacific American Bar Association
- Member, Dallas Bar Association
- Member, Texas Bar Association
- Member, 2018 Fellows Program for the Leadership Council on Legal Diversity

Insights

EVENT

05/06/25

Dallas Employment Law Seminar: What Texas Employers Need to Know

Adam F. Sloustcher, Amanda E. Brown, Annie Lau, Collin Brodrick, David J. Walton, Ron M. Pierce, Jocelyn Campanaro

[Read more →](#)

INSIGHTS

04/02/21

March 2021: The Top 13 Labor And Employment Law Stories

Robert C. Christenson, Patrick W. Dennison, Benjamin M. Ebbink, Richard R. Meneghello, Ron M. Pierce, J. Hagood Tighe, Aymara Ledezma, Sheldon J. Blumling, Marty Heller, John M. Polson, Nicholas S. Hulse, Travis Vance, Hannah Sweiss, A. Kevin Troutman, Todd B. Logsdon, Nicole Kamm, Brett P. Owens, LaKisha M. Kinsey-Sallis, Amanda M. Blair, Melissa Camire, Seth D. Kaufman, Annie Lau, Raeann Burgo, Erica G. Wilson

[Read more →](#)

INSIGHTS

03/22/21

Hazard Pay Now in Effect For San Francisco Grocery and Retail Pharmacy Workers

Annie Lau

[Read more →](#)

EVENT

09/30/20

California Litigation Conference: An In-Depth Overview of Class Action Litigation and PAGA Litigation in California

James C. Fessenden, Lonnie D. Giamela, Annie Lau, Danielle Hultenius Moore, Aaron Olsen, Todd B. Scherwin, Shaun J. Voigt

[Read more →](#)

INSIGHTS

04/01/20

Bay Area Essential Businesses Are Ordered To Implement Social Distancing Protocols By April 2

Annie Lau

[Read more →](#)

INSIGHTS

01/31/20

A Case For Confidentiality: Why Recent Arguments Against Arbitration Anonymity May Be Misguided

Annie Lau

[Read more →](#)

INSIGHTS

07/01/19

Rare Wage Statement Win For California Employers

Annie Lau

[Read more →](#)

PUBLICATION

05/28/19

Fisher Phillips Attorneys Review California's New Laws on Harassment Settlements

Annie Lau

[Read more →](#)

EVENT

08/30/18

Workplace Violence Prevention and Active Shooter Training

Annie Lau

[Read more →](#)

NEWS

01/02/18

Fisher Phillips Elects 14 New Partners

David E. Amaya, Colin P. Calvert, Melissa Camire, Usama Kahf, Annie Lau, Nathan V. Okelberry, Melody L. Rayl, George A. Reeves III, Travis Vance

[Read more →](#)

View All →