



MICHELLE NORRIS

Associate

Irvine

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Service Focus

- California Class Actions and PAGA
- California Litigation and Appellate
- Employment Discrimination and Harassment
- Litigation and Trials

OVERVIEW

Michelle Norris defends employers and businesses in high-stakes labor and employment disputes throughout California, with a focus on FEHA, wage and hour, and PAGA representative actions. Drawing on substantial litigation experience, Michelle handles single-plaintiff and class action claims involving discrimination, wrongful termination, retaliation, harassment, and wage and hour disputes under state and federal law.

With a proven record of managing dozens of active and pre-litigation matters, Michelle has drafted and argued dispositive motions, led settlement negotiations, and supported trial teams through motion practice and jury selection. She delivers detailed case assessments and mediation briefs that drive early resolution and

minimize risk. Clients value her strong command of procedural strategy and her commitment to achieving favorable outcomes efficiently and effectively.

Before joining Fisher Phillips, Michelle was an associate attorney at a national labor and employment defense firm, where she managed a significant docket of employment litigation matters. She previously served on active duty as a Surface Warfare Officer in the United States Navy and as Judicial Law Clerk to the Honorable Michelle M. Pettit of the U.S. District Court for the Southern District of California. While in law school, Michelle was Editor-in-Chief of the *California Western Law Review*.

Credentials

Education

- California Western School of Law, J.D., Corporate Law , 2024
- Miami University, B.A., 2014

Bar Admissions

- California

Recognitions

- National Order of Scribes Award, American Society of Legal Writers (2024)
- Navy Commendation Medal, United States Navy (2021, 2018)
- Navy Achievement Medal, United State Navy (2015, 2020)