



Derrick Fong-Stempel

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Profile

Derrick Fong-Stempel is an associate in M&R's Los Angeles office and a member of the firm's Labor & Employment Practice Group. Derrick never loses sight of his clients' short- and long-term business goals, which remain front and center whether he is advocating in civil or administrative disputes or guiding management on a host of employment-related issues.

In terms of litigation, Derrick handles wage and hour class actions, PAGA claims and pay equity, wrongful termination and sexual harassment and discrimination (FEHA) cases on behalf of management. When it comes to advice and counsel, he works with management to facilitate compliance and operations, all the while fostering his clients' unique interests and values, financial or otherwise.

Among other things, Derrick prepares employee handbooks and standalone workplace policies addressing a range of employment issues—this with the understanding that a one-size-fits-all

approach to these materials is often ill-suited given that workforces and workplaces differ and laws and regulations are ever-changing. In addition, he counsels management on executive compensation matters (including restrictive covenants and equity concerns), OSHA compliance, mass layoffs (which involve state and federal WARN Act issues), and the impact that COVID-19 has had upon on the workplace. As for the latter, companies seek Derrick's advice on return-to-work and paid leave policies, payroll practices and quarantine protocol.

As a matter of practice, Derrick always stays current on legal developments relative to wage and hour and PAGA-related issues, COVID compliance and federal, state and local laws that could impact workplace policies. He does so with an eye toward leveraging any advantage possible for his clients in both advisory and dispute-based settings.

Of note, Derrick is also dedicated to giving back to the community as reflected in his pro bono efforts. A great example is Derrick's recent negotiation of a contract with the City of Los Angeles Department of Recreation and Parks on behalf of Angel City Sports, which leads the Paralympic movement in Southern California. He serves the Los Angeles and Alameda County food banks as well.

While a student at the USC Gould School of Law, Derrick was a law clerk for the Organized Crime Division of the District Attorney's office and editor of USC's *Interdisciplinary Law Journal*.

Associated Practices

Labor & Employment

Bar & Court Admissions

- State Bar of California
- U.S. District Court for the Central District of California

Community Involvement

- Volunteer, Alameda and Los Angeles County Food Banks
- Angel City Sports

Education

- University of Southern California Gould School of Law, J.D.
- University of California, Los Angeles, B.A. (*cum laude*)

Award & Special Recognition

- Rising Star, *Super Lawyers Magazine* (2024)

Newsroom