



## Heather A. Irwin

### PARTNER

San Francisco

415.875.4233

hirwin@grsm.com

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### RELATED SERVICES

- Employment
- Labor

### OFFICES

- San Francisco

### OVERVIEW

Heather A. Irwin is a partner in the Employment Group. She represents employers before administrative agencies, such as the Department of Fair Employment and Housing, the California Labor Commissioner's Office, and the Equal Employment Opportunity Commission. She regularly provides strategic advice and counseling to employers on a wide variety of employment issues, including disability accommodation, wage and hour claims, Family Medical Leave Act/California Family Rights Act compliance, sexual harassment, and discrimination claims. She also conducts neutral investigations into allegations of harassment, discrimination, retaliation, and other misconduct. Before coming to GRSM, she worked in the State Bar of California's Office of General Counsel, where she advised management and the Board of Governors of the State Bar of California on a variety of labor and employment matters.

Heather is a member of the State Bar of California's Labor and Employment Section, the National Association of College and University Attorneys, the Society for Human

Resource Management, and the Northern California HR Association.

Heather graduated from University of California Hastings College of the Law in 1999, where she received the CALI award for Comparative Law. She has a Bachelor of Arts in Spanish and Political Science (with honors in Political Science) from San Diego State University.

## **PRESENTATIONS**

Disability Accommodations and the Interactive Process: Tips for Success, GRSM Legal Education Conference, San Francisco, CA, September 2024

## **CREDENTIALS**

### **Admissions**

- California Supreme Court
- All U.S. District Courts in California
- Ninth Circuit
- United States Supreme Court

### **Memberships**

- Heather is a member of the State Bar of California's Labor and Employment Section, the National Association of College and University Attorneys, the Society for Human Resource Management, and the Northern California HR Association.

### **Education**

- J.D., University of California Hastings College of the Law, 1999
  - CALI award for Comparative Law
- B.A., *with honors*, Spanish and Political Science, San Diego State University

### **Honors**

- *Best Lawyers in America*® distinction in Employment Law – Management (2024-2025)