



## Natalie Fujikawa

### PARTNER

Sacramento

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### RELATED SERVICES

- Employment
- Class Action Defense
- Education
- Government Investigations & Enforcement Defense

### OFFICES

- Sacramento
- Walnut Creek
- San Francisco
- Fresno

### OVERVIEW

Natalie Fujikawa is a Partner in the Sacramento office of GRSM. As an experienced litigator and trial attorney, she represents businesses and individuals throughout California in all types of employment-related disputes, specializing in wage and hour class actions and claims brought under the California Private Attorneys General Act (PAGA).

Natalie also handles claims filed with state and federal administrative agencies, such as the California Civil Rights Department, California Labor Commissioner, federal Department of Labor, Cal/OSHA, National Labor Relations Board, and California Employment Development Department.

In California's constantly changing legal climate, Natalie regularly guides employers with proactive tools to comply with California's myriad employment requirements, including HR educational presentations, management training, policies and procedures, and best practices to avoid employment-related

lawsuits.

## PUBLICATIONS

- Politics in the Workplace: A Refresher for the Watercooler, Sacramento Area Human Resources Association (2018)
- Bills Address #MeToo Concerns: Several Bills Winding Their Way through the California Legislature Aim to Ramp Up Sexual Harassment Training in California Workplaces, Daily Journal (2018)
- The Brinker Decision, a Victory for Employers, ADC Defense Comment (2012)

## PRESENTATIONS

- *2025 Manager Training: Essentials for California Managers & Supervisors*, Sacramento, 2025
- *Navigating Complex Employment Law: Best Practices for Hiring and Firing in the Current Litigation-Forward Environment*, GRSM Legal Education Conference, San Francisco, CA, 2023
- *Employment Law Developments to Expect Under President Biden & COVID-19 Developments*, GRSM National Employment Law Webinar Series, 2021
- *New Ways for Employers to Get It Wrong: 2020 Employment Case Law Update*, Sacramento Labor & Employment Law Section, 2020
- *Keeping Discipline and Terminations “N.E.A.T.” and “C.L.E.A.N.”*, California Restaurant Association, 2019
- *Train the Trainer*, Legally Required Harassment Prevention Training, 2019
- *2019 Legislative and Case Law Update*, 2018
- *Conducting Workplace Investigations: What to Do When Employees Don’t Play Nice in the Sandbox*, SHRM Northern California, 2018
- *Transgender Identity & Expression in the Workplace*, Ulrich Nash & Gump, 2017
- *Ask The Lawyers: What’s Next In Cannabis Law? Local Licensing, Compliance, Taxes & Employment*, California Cannabis Courier Association, 2017
- *Recent Developments in Litigating PAGA Claims*, Sacramento County Bar Association Labor & Employment Section, 2017
- *What’s on the Governor’s Desk? The New Laws that Have Been Signed and Those Waiting for Approval*, Sacramento Employer Advisory Council, 2016
- *Understanding the Interactive Process and the ADA/FEHA*, University of California, Davis Medical Center, 2016

## CREDENTIALS

### Admissions

- California
- U.S. District Court, Eastern, Northern, Central and Southern Districts of California

### **Memberships**

- Women Lawyers of Sacramento (2010-Present), Board President (2025)
- Sacramento Employer Advisory Council (2016-Present, Board Member 2017-2019)
- Sacramento County Bar Association (2010-Present, Board Member 2015-2019)
- Sacramento Labor and Employment Law Section (2010-Present, Executive Committee Chair 2017-2018)
- SacLegal, Sacramento's LGBT Bar Association (2010-Present, Co-Chair 2014)
- California Bar, Labor and Employment Law Section (2008-Present)
- El Dorado County Superior Court Dispute Resolution Panel (2013-2015)

### **Community Involvement**

- Sacramento LGBT Community Center Board of Directors, (2017-2024, Board President 2020-2021)
- 100+ Women Who Care Sacramento Valley, Founding Member (2015-2019)

### **Education**

- J.D., University of the Pacific, McGeorge School of Law
- B.A., University of Notre Dame

### **Honors**

- *Super Lawyers*® distinction in Employment Litigation and Employment & Labor (2024)
- *Super Lawyers*® Rising Stars distinction in Employment Litigation and Employment & Labor (2016 – 2023)
- *Sacramento Magazine* Top Lawyers List (2018)

### **Languages**

- Spanish