

Erica Haggerty Chen

Associate

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Southern California – 714.800.1441



Tenacious, driven, and intuitive, Erica is an exceptional advocate dedicated to helping clients with their labor and employment needs.

Erica is an associate in Dorsey's Labor and Employment Group. She collaborates with employers to implement effective policies and procedures, with an understanding of the need to balance the core mission of the business with managing employment risk. She has significant experience guiding clients through the complexities of the California employment space, but she is also a resource for clients with employment issues nationwide. She provides advice and counsel on leaves of absence, terminations, wage and hour laws, reductions in force, hiring, and internal investigations. Erica's practice also centers around mergers and acquisitions, and she provides advice and counsel in the due diligence process and in other related corporate transactions. She has particular expertise providing advice to clients in the healthcare and food & agriculture sectors.

Erica is also a strong and effective litigator and has represented business in various stages of the litigation process, whether it be single-plaintiff discrimination, harassment, wrongful termination, and retaliation claims or large high-stakes wage and hour and Private Attorneys General Act representative actions. She has also had a wealth of experience in the labor space and has prevailed in multiple labor arbitrations on behalf of her clients. She is skilled at dispute resolution, consistently achieving her client's goals.

Erica values diversity, mentorship, and community. She is a member of the Chinese American Lawyers Association in Orange County (CALA OC) with the goal of fostering community, increasing diversity in the legal field, and providing a resource for attorneys working to develop and grow in their profession.

Select Experience

Labor and Employment

Education

- University of Southern California, Gould School of Law (J.D., 2016)
- University of California, Berkeley (B.A., 2012)

Bar Admissions

- California

- Wrongful Discharge
- Wage and Hour
- Commission
- Discrimination

Accolades

- *Best Lawyers® Ones to Watch in America*, Labor and Employment Law – Management and Litigation, 2026
- *Southern California Super Lawyers®*, "Rising Stars," 2019-2020, 2023-2026
- Consistently providing pro bono legal assistance to those in need through Dorsey's Pro Bono program

Insights

July 2, 2024

Legislative Action Heralds Sweeping Changes to PAGA, Resulting in Tools for More Effective Administration and Potential to Curb Abuse, Benefiting Both Employers and Workers

September 28, 2022

California Governor Gavin Newsom Signs Update to State's Pay Transparency Law, Setting Out New Pay Disclosure Requirements

July 16, 2021

Missed Meal Period Penalty Must Include Adjustment for Nondiscretionary Payments

November 24, 2020

Seven Takeaways From Cal/OSHA's New Emergency COVID-19 Regulation

September 18, 2020

Job-Protected Leave Under the California Family Rights Act Expands to Apply to Employers with Five or More Employees Effective January 1, 2021

September 14, 2020

Five FAQs: Paid Sick Leave for COVID-19-Qualifying Reasons Available to All California Employees Under New Law

April 10, 2020

California Cities and Counties Issue Orders and Recommendations on Use of Face Coverings in the Workplace

March 13, 2020

In Remarkable Reversal, California Supreme Court Takes a Broad View of Standing

Under PAGA