

Nisha Verma

Partner

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Nisha is passionate about helping organizations avoid or minimize the distraction of litigation, so that they can focus on their core mission.

Nisha leads Dorsey's California Labor & Employment group. She believes that a peaceful and productive employment relationship is always worth striving for, but understands those relationships can feel increasingly dysfunctional today, in the face of changing societal expectations of organizations, frivolous complaints, and abuse of California's wage and hour regulations by the plaintiff's bar. She works with her clients every day to manage through these challenges from a balanced perspective that keeps the organization's goals and unique value proposition at the forefront. To that end, Nisha is always looking for the most innovative and efficient ways to provide solutions in response to her clients' labor and employment needs.

Nisha has delivered results for her clients with respect to all aspects of labor and employment law, including the following:

Advice and Counsel, Compliance Support, and Investigations: Nisha has a depth of experience in the most challenging issues employers face today, including sexual harassment or other sensitive investigations, employment terminations and severance negotiations, confidentiality, non-disparagement, and trade secret protections and limitations under state law, paid sick leave, kin care, and paid time off regulations, background check and drug testing requirements, regulatory filings including EEO-1, pay data, and affirmative action reports, leaves of absence including maternity and paternity leave, layoffs and closures, employment aspects of mergers and acquisitions and operational takeovers, prevailing wage, apprenticeship, and federal and other government contracting requirements, and several other complex matters. Nisha also advises physicians, attorneys, executives, and other professionals with respect to their individual employment agreements, severance agreements, or employment issues.

Education

- DePaul University
College of Law (Juris Doctor, 2009)
 - *summa cum laude*,
Order of the Coif
- University of Nevada,
Reno (Bachelor of Arts,
2005)

Bar Admissions

- California
- Illinois

Traditional Labor Negotiations and Disputes: Nisha has managed all aspects of union relations for employers, including organizing campaigns, representation petitions and related objections, unfair labor practice and other proceedings before the National Labor Relations Board, grievance administration and labor arbitrations, collective bargaining agreement negotiations and implementation, labor management meetings, picketing and strike mobilization, and other critical labor matters.

Employment Litigation, with an Emphasis on Wage and Hour Class and

Representative Actions: Nisha is a seasoned litigator who has obtained results for clients through trial, arbitration, dispositive motions, and mediation. She handles a wide variety of litigation including single-plaintiff actions and contractual disputes, but specializes in managing complex wage and hour class actions and representative actions under the Private Attorneys General Act of 2004 (PAGA), including matters relating to the effect of arbitration agreements on these claims. In every case, Nisha conducts a thorough and in-depth evaluation early on and presents her clients with the full range of possible strategy options in order to ensure the litigation is handled in the most efficient and cost-effective manner.

Nisha additionally mediates cases as a voluntary settlement officer through the LA County Superior Court's Resolve LA program. Her pro bono work includes assisting victims of domestic violence obtain temporary restraining orders, and representing individual employees experiencing incredibly difficult circumstances.

Prior to re-joining Dorsey's Labor & Employment Group, Nisha served as Senior Legal Counsel at a multistate healthcare employer, where she implemented solutions to wide array of labor and employment matters, handled healthcare and government contract negotiation and dispute resolution, and obtained certifications as a compliance and privacy officer.

Select Experience

- Obtained dismissal of multiple claims brought by employees who were terminated after being found by their employers to have engaged in sexual harassment in the workplace, using creative strategies that did not require a monetary settlement
- Prevailed in multiple labor arbitrations arising from provisions of collective bargaining agreements, including relating to high-stakes termination decisions and complex allegations relating to subcontracting
- Obtained summary judgment in wage and hour class action concerning the employers' wage statements and procedures for final pay, which decision was affirmed on appeal in a published case
- Obtained summary judgment in a case of first impression regarding the effect of pre-litigation releases on PAGA representative actions

Court Admissions

- United States District Court for the Central District of California
- United States District Court for the Southern District of California
- United States District Court for the Eastern District of California
- United States District Court for the Northern District of California

Professional Affiliations

- Orange County United Way
 - Board of Directors, 2021-2022; 2024-present
 - Women United Council (Member 2013-present; Co-Chair, 2019-2023)
 - Committee, Women's Philanthropy Breakfast, 2020, 2022-2023
- Autism Speaks
 - Team Captain, Orange County Walk, 2021-present
 - California Executive Leadership Committee, 2022-2023
- Legislative Coalition, Orange Unified School District, 2022-present
- Organization of Women Executives, 2024-present
- Attorney Coach, Constitutional Rights Foundation Mock Trial Program, 2015-2021
- Pro Bono Attorney to Victims of Domestic Violence, Laura's House, 2013-2020
- Co-Chair, Orange County Coalition for Diversity in the Law, 2014-2015

Accolades

- Contributed more than 50 Diversity hours, 2023
- Women in Business Award Nominee, Orange County Business Journal, 2024

Languages

- Hindi

Select Speaking Engagements

- Speaker, The Future of Work: How to Manage the Employment Relationship in a Changing Culture, Association of Corporate Counsel Southern California, February 20, 2025
- Moderator, Artificial Intelligence, DEI, and Employment Law, WLALAs EBAR & Labor & Employment Committees, November 21, 2024
- Speaker, US Litigation Risks, Canadian Transportation Lawyers Association Conference, November 15, 2024
- Speaker, L&E Briefing: Five Before '25: Five Policy Changes Employers with California Operations Must Make By January 2025, October 30, 2024
- Speaker, The Five Toughest Questions You Should be Asking Your Employment Lawyer, October 25, 2024
- Speaker, Workplace Violence Prevention / SB 553, Rancho Santa Margarita Chamber of Commerce's Business Workshop, July 30, 2024
- Speaker, Managing Across Generations: Practical Tips for Navigating the Changing Culture of Work, North County Human Resources San Diego, March 21, 2024
- Speaker, How to Comply with the New Workplace Violence Prevention Law (SB 553), HiveWatch, March 14, 2024
- Speaker, HR HotSpot: Equal Pay, Equal Work: The Latest Developments, Terra Staffing Group, March 7, 2024
- Speaker, The Future of Work: How to Manage the Employment Relationship in a Changing Culture, Dorsey & Whitney, February 21, 2024
- Speaker, Local, Global and Me: A women's empowerment series inspired by Bank of

America, October 12, 2023

- Speaker, Drug Testing and Background Checks – Employment Law Considerations for Criminal Attorneys, North Orange County Bar Association, August 23, 2023
- Speaker, Recognizing and Addressing Implicit Bias, Chapman IL Orientation, August 10, 2023
- Speaker, Five Policy Changes Employers with California Operations Need to Implement Before 2023, Dorsey & Whitney Webinar, November 29, 2022
- Speaker, Can We Turn the Impact of the Pandemic into a Bias-Busting Slingshot? Women in the Law in 2022, Dorsey & Whitney Corporate Counsel Symposium, November 17, 2022
- Speaker, Shining Light on Orange County's Vibrant Indian Community, June 3, 2022
- Speaker, Living in the Covid World: Practical Advice from Industry Experts, Orange County Stanford Association for Alumni, July 29, 2020
- Speaker, Racial Equality in the Workplace: Tackling Difficult Issues from Both Sides Amidst the Black Lives Matter Movement, Orange County Bar Association Labor & Employment Law Section Webinar, July 13, 2020
- Organizer, "Politics: NSFW? Navigating Political Landmines in the (Polarized) States of America," CMCP Annual Business Conference, September 12, 2019
- Speaker, Staying Ahead: Leaves of Absence and Disability Accommodations – Navigating Sticky Scenarios from Medical Marijuana to “Emotional Support” Animals and More, Costa Mesa, CA, May 22, 2019
- Speaker, What to Do When FEHA and Workers' Compensation Intersect, May 13, 2019
- Speaker, Salary History and Pay Equity, Professionals in Human Resources Association, La Jolla, CA, January 30, 2019
- Speaker, Salary History and Pay Equity, Professionals in Human Resources Association, Burbank, CA, January 22, 2019
- Speaker, Salary History and Pay Equity, Professionals in Human Resources Association, Riverside, CA, January 16, 2019
- Speaker, Salary History and Pay Equity, Professionals in Human Resources Association, Anaheim, CA, January 10, 2019
- Labor & Employment – A Year in Review: Preparing for 2019, November 29, 2018
- Organizer, The Business Case for Diversity, Co-Presented by OCCDL and CMCP, January 19, 2016

Dorsey Work Watch

June 29, 2026

California Deepens Its AI Employment Oversight: New Workforce Tracking Tool Signals the Next Phase of Regulation

May 22, 2026

Nisha Verma on the Fallout of the Blake Lively and Justin Baldoni Dispute

May 11, 2026

Navigating the WARN Act: Strategic Workforce Planning in Hotel Transactions

April 6, 2026

One Year In: What We Know About The EEOC's Approach to Employer DEI Programs

April 6, 2026

PAGA State of Play – Reform, Regulation, and Lasting Leverage

February 26, 2026

Nisha Verma on DOL's Independent Contractor Rule in HR Dive

October 10, 2025

The Evolving PAGA Landscape: 2024 Reforms, "Headless" Claims, and What's Next for Employers

July 14, 2025

Nisha Verma Shares What Trump's Sweeping Domestic Policy Law Means for American Workers

October 21, 2024

Can my employees really unionize without an election?

October 7, 2024

My Employees Have Seen Too Much. Can I Make Them An Offer They Can't Refuse?

September 23, 2024

What Are An Employer's Rights Relating to Non-Employee Union Representatives On Their Premises?

October 8, 2019

What Do Employers Need to Know Following the Passage of California's New Law on Independent Contractor Misclassification?

September 14, 2018

Which Provisions of California's So-Called 'Sanctuary State' Legislation Affecting Employers are Currently in Effect?

June 29, 2018

In a Common Sense Decision, Appellate Court Clarifies Deadline for Employers to Issue Wage Statements under Labor Code Section 226

Insights

May 22, 2026

Nisha Verma Offers Insight on Lively/Baldoni Settlement and Reputational Impact

February 26, 2026

Nisha Verma Provides Insight on DOL's Independent Contractor Rule

October 10, 2025

The Evolving PAGA Landscape: 2024 Reforms, "Headless" Claims, and What's Next for Employers

August 25, 2025

Heightened Employment Litigation Risks in the Era of Social Backlash

July 11, 2025

L&E Partner Nisha Verma Featured in HR Executive for 'BBB' Impacts to Employment Sector

July 8, 2025

Nisha Verma Shares What Trump's Sweeping Domestic Policy Law Means for American Workers

May 27, 2025

EEOC Guidance on Transgender Workers in Flux in Wake of District Court Opinion, While EEOC Continues to Lack Quorum

March 21, 2025

EEOC and DOJ Issue Joint Press Release and Technical Assistance Documents on "Unlawful DEI-Related Discrimination"

March 17, 2025

U.S. Department of Education Announces Investigations Demonstrating Continued Scrutiny of DEI-Related Title VI Issues

March 4, 2025

U.S. Department of Education's Guidance Clarifies Discriminatory Activities Subject to Investigation and Funding Consequences

February 20, 2025

Biden Administration Labor Law Initiatives Swept Away

February 19, 2025

U.S. Department of Education To Step Up Scrutiny of Any Educational Institution's Programs Deemed "DEI"

January 28, 2025

Nisha Verma Addresses Confusion Surrounding Dept. of Labor's End to Discrimination Investigations of Federal Contractors

January 23, 2025

Nisha Verma Discusses the President's DEI Executive Order on the Bloomberg Law Podcast

January 10, 2025

Nisha Verma Comments on Return-to-Exempt Status Decisions