

Daily Journal

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TOP WOMEN LAWYERS

The *Daily Journal's* Annual List of Leading Women Lawyers in California



**MCNICHOLAS &
MCNICHOLAS LLP**
LOS ANGELES

Practice Type: Employment law

Courtney C. McNicholas

McNicholas represents aggrieved employees and advocates on behalf of workplace whistleblowers. Her particular corner of employment law is decidedly blue: She only handles cases for civilian employees and sworn law enforcement officers of the Los Angeles Police Department and the Los Angeles County Sheriff's Department who are alleged victims of harassment, discrimination and retaliation.

McNicholas acknowledges her practice sounds impossibly specific. Yet the LAPD employs nearly 10,000 officers and almost 3,000 civilian staff, making it the nation's third largest municipal police department.

"Truthfully, it's like its own country, continent, its own township," said McNicholas.

McNicholas is representing four officers from the LAPD's Internal Surveillance Unit. They allege they were removed from the elite unit for complaining about a captain's plan to alter their schedules.

An internal investigation allowed the same captain to participate in the outcome of the investigation, according to McNicholas. *Greg G. v. City of Los Angeles*, BC478101 (L.A. Super. Ct., filed Jan. 26, 2012).

The superior court ruled in favor of the defendants in 2013 with McNicholas and her firm appealing on behalf of their clients to the 2nd District Court of Appeal. The firm argued the officers did not receive the chance to amend their complaint. The appellate court agreed with the argument, reversing the judgment and remanding it to the lower court to lift the order that sustained the demurrer without leave to amend. *Greg G. et al. v. City of Los Angeles et al.*, B248904 (Cal. App. 2nd Dist. Nov. 19, 2014).

The trial is scheduled for January 2018.

"I feel like this was my calling, what I was meant to do. There's no other job I'd rather have and no other place I'd rather do it," she said.

— Jennifer McEntee