

Mary T. Vu

PRINCIPAL

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Mary Vu is a California attorney focusing on labor, employment and benefits law. She represents employers in high-stakes litigation and regulatory matters across a range of industries, including luxury fashion, retail, hospitality, manufacturing, health care and construction. Drawing on her experience advising some of the world's leading global brands, Mary has cultivated a practice at the intersection of luxury law and employment compliance.

Her practice covers a broad spectrum of employment disputes, including wrongful termination, discrimination, harassment, retaliation, wage and hour violations, employee misclassification and breach of contract. She also counsels clients on accommodations and leave laws, workers' compensation risk and trade secret misappropriation.

Mary is known for her strategic, business-oriented approach, helping clients manage risk and achieve early, cost-effective resolutions when possible. She has extensive experience defending against single-plaintiff claims, class actions and representative actions brought under California's Private Attorneys General Act (PAGA), with a strong record of favorable outcomes in both state and federal courts.

Beyond litigation, Mary provides proactive guidance on workforce issues such as hiring and onboarding, internal investigations, employee discipline and performance management, and the development of policies and employee handbooks compliant with California and federal labor laws. She also advises on restrictive covenants, including non-compete and non-solicitation agreements, and supports corporate transactions with employment diligence and integration strategy.

Before entering legal practice, Mary co-founded a technology startup focused on environmental innovation. Collaborating with engineers from Caltech and Lawrence Livermore National Laboratory, she helped design automotive filtration technology aimed at reducing carbon emissions. This entrepreneurial background informs her pragmatic, solutions-oriented legal style.

Education

- University of California, Los Angeles School of Law (J.D.)

Capabilities

- Employment Litigation, Arbitration & Dispute Resolution
- Labor & Employment - Health Care
- Restrictive Covenants & Trade Secrets Litigation
- California Employment Law
- Consumer Products & Luxury Goods

- Business Law
- University of Southern California (B.A., *magna cum laude*)
 - Philosophy, Politics and Law

Bar Admissions

- California

Court Admissions

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

Recognition

- Recognized by the *LA Business Journal* among the “Leaders of Influence: Minority Attorneys,” 2026
- Named one of *Best Lawyers: Ones to Watch® in America* in Litigation - Labor and Employment, 2026

Languages

- Vietnamese

Polsinelli at Work

March 4, 2026

California Wage-and-Hour Compliance in 2026: Core Labor Code Risks and the Continuing Impact of PAGA

Key Highlights PAGA reforms elevate the importance of proactive compliance: The 2024 amendments reallocate penalties, expand cure opportunities, and give courts more discretion to reduce penalties for good-faith errors—making prompt remediation and well-documented compliance efforts critical in 2026. Wage-and-hour...

January 29, 2026

Are Brand Ambassadors Really Independent Contractors?

Key Highlights Brand ambassadors and influencers can present growing misclassification exposure. Luxury, retail and hospitality brands increasingly rely on short-term, brand-facing talent and when these workers are closely integrated into marketing, customer engagement and brand presentation, they can trigger...