



Celia L. Guzman

Associate

Celia Guzman represents private and public employers in both federal and state court litigation, pre-litigation negotiations, agency claims, and arbitrations. She specializes in discrimination and harassment litigation, EEOC/DFEH/DLSE agency defense litigation, advice and counsel on policy and procedure development, employee discharge and discipline, and wage and hour compliance. She also handles representative and collective actions under the California Private Attorneys General Act and the federal Fair Labor Standards Act.

Celia also advises businesses and state and local governmental entities about disability access laws with respect to the Americans with Disabilities Act (ADA), the Unruh Act, the California Disabled Persons Act, Health & Safety Code sections 19955 et seq., the Fair Housing Act, the Americans with Disabilities Act Accessibility Guidelines (ADAAG) and the California Access Compliance Building Regulations (Title 24).

Celia is an active member of the firm's Diversity Impact Network and RACE Task Force working towards racial equity, diversity, and inclusion.

Publications

"New California Employment Laws for 2021," co-author, Labor & Employment Law Alert (October 2020)

"New California Family Rights Act: State Family Care and Medical Leave Expanded," co-author, Labor & Employment Law Alert (October 2020)

"Website Accessibility Lawsuits Continue to Trend Up," co-author, Labor & Employment Law Alert (January 2020)

"New California Employment Laws for 2020," co-author, Labor & Employment Law Alert (November 2019)

"Successor Employers Acquiring Unionized Workforces Benefit From NLRB Decision," co-author, Labor & Employment Law Alert (April 2019)

Presentations

"New Employment Laws for 2021," 2021 Annual Labor & Employment Webinar (January 2021)

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Practices/Industries

Labor & Employment

“Unconscious Bias, Civil Rights Movements, and the Law,” MCLE Marathon (January 2021)

Honors & Awards

California Lawyers Association, Wiley W. Manuel Pro Bono Legal Services Award (2021)

Judicial Clerkships

Extern for Judge Jeffrey S. White, United States District Court, Northern District of California (2016)

Academic Distinctions

Social Justice Lawyering Concentration

Co-President, UC Hastings La Raza

Member Editor, Constitutional Law Quarterly

Education

J.D., University of California, Hastings College of the Law (2018)

B.A., California State University, Long Beach (2014)

Languages

Spanish