Emily focuses her practice on labor and employment law. She represents clients in state and federal court in a variety of labor and employment matters, including: wage and hour disputes, harassment, discrimination, defamation, fraud, and wrongful termination claims. Emily counsels employers on hiring, discipline and discharge, compliance with wage and hour law, reductions in force, management of leaves of absence and severance, and other personnel policies.

**Representative Work**

- Obtained summary judgment in *Graham v. Charles Schwab & Co.* (Case No. CGC-09-49543, San Francisco Superior Court).

- Acted as sole associate on *Santa Clara Valley Water District v. Olin Corporation* (Case No. C07 03756 RMW (HRL), N.D. Cal.).

- Member of trial team for *Televisa v. Univision* (Case No. 05-cv-03444-PSG-MAN, C.D. Cal.).

**Publications**


- "Employer Obligations Regarding Post-Offer Medical Examinations," *Labor & Employment Alert* (September 2018)


“NLRB Reverses Course On Joint Employer And Employee Handbook Standards,” co-author, Labor and Employment Alert (December 2017)

“Reminder: Minimum Wage Increases Effective January 1, 2018,” co-author, Labor and Employment Alert (December 2017)

“Reminder: Employers Face Liability For Sexual Harassment Committed By Non-Employees,” co-author, Labor & Employment Alert (November 2017)


“California Employers Must Comply With New Criminal History Regulations,” co-author, Labor & Employment Law Alert (June 2017)

“Court Affirms That Healthcare Employees Working 12+ Hour Shifts Can Waive One of Their Two Meal Periods,” co-author, Labor & Employment Law Alert (March 2017)


“California Supreme Court Confirms that Labor Code Section 226.7 and IWC Wage Order No. 4 Prohibits On-Duty and On-Call Rest Periods,” co-author, Labor & Employment Law Alert (December 2016)


“City of Berkeley Passes New Paid Sick Leave and Minimum Wage Ordinance,” co-author, Labor & Employment Law Alert (September 2016)

“A Glimmer Of Hope For Employers In “Associational” Reasonable Accommodation Cases,” co-author, Labor & Employment Law Alert (September 2016)


“Ninth Circuit Invalidates Class Action Waiver As Violating Employees’ Right To Engage In ‘Concerted Action,’ ” co-author, Labor & Employment Law Alert (August 2016)

"Employers Scramble To Comply With New DOL Minimum Wage And Employee Polygraph Protection Act Posting Requirements,” Labor & Employment Law Alert (August 2016)

"San Diego’s City Council Approves The Voter Passed Minimum Wage And Paid Sick Leave Ordinance… With A Few Important Modifications,” co-author, Labor & Employment Law Alert (July 2016)

"McDonald’s On The Hook For Class Certification Of Wage And Hour Claims Under Ostensible Agency Theory," co-author, Labor & Employment Law Alert (July 2016)


"Employers Doing Business in the Cities of Los Angeles and San Diego Must Address New, Expanded Sick Leave and Minimum Wage Laws,” co-author, CALA Legal Update (June 2016)

"Ninth Circuit Rules That Cash-In-Lieu Of Benefits Payments Must Be Included In Regular Rate Of Pay," co-author, Labor & Employment Law Alert (June 2016)


"NLRB Continues To Eviscerate Workplace Civility Policies In New Handbook Decision,” co-author, Labor & Employment Alert (May 2016)

“Two Rest Breaks Are Better Than One, According To A New California Appellate Court Decision," co-author, Labor & Employment Alert (April 2016)

"Employers May Be Obligated To Provide Suitable Seating To Employees," Labor & Employment Alert (April 2016)

"Employers May Be Required To Provide Reasonable Accommodation To Employees ‘Associated’ With Someone With A Disability," Labor & Employment Alert (April 2016)


"Expanded Reporting Obligations For Private Employers Under DOLs ‘Persuader’ Final Rule,” Labor & Employment Alert (March 2016)

"No Fooling: New FEHA Regulations Go Into Effect April 1, 2016," Labor & Employment Alert (March 2016)
Judicial Clerkships

Judicial Extern to the Honorable Paul Alvarado, San Francisco Superior Court (Summer 2005)

Academic Distinctions

Order of the Coif

CALI Award, Contracts, Constitutional Law, and Arbitration

Education

J.D., magna cum laude, University of California, Hastings College of the Law (2007)


Admissions and Courts

California