HansonBridgett



Emily Leahy

Counsel

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Areas of Focus

- Labor and Employment
- Litigation and Dispute Resolution
- Employment Class Actions
- Employee Benefits Litigation

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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

"California's New Supplemental COVID-19 Paid Sick Leave Law," co-author, *Labor & Employment Law Alert* (September 2020)

"Emergency Paid Sick Leave Ordinances," co-author, *Labor & Employment Law Alert* (August 2020)

"Ready to Return to Work? Perhaps Not – San Francisco Temporarily Expands Paid Leave for Employees Impacted by COVID-19," co-author, *Labor & Employment Law Alert* (April 2020)

"Employers Need to Check for Local COVID-19 Emergency Paid Sick Leave Ordinances," co-author, *Labor & Employment Law Alert* (April 2020)

"The CARES Act Increases Unemployment Compensation Coverage and the DOL Clarifies Exemptions to the FFCRA," co-author, *Labor & Employment Law Alert* (March 2020)

"CARES Loans Come With "Union Neutrality" Price Tag," co-author, *Labor & Employment Law Alert* (March 2020)

"Employer Notice: Families First Coronavirus Response Act Becomes Law," co-author, *Labor & Employment Law Alert* (March 2020)

"Employer's Notification Requirements of Possible COVID-19 Exposure," co-author, *Labor & Employment Law Alert* (March 2020)

"H.R. 6201 Families First Coronavirus Response Act," *Labor & Employment Law Alert* (March 2020)

"California Employment Development Program Provisions Relating to COVID-19," *Labor & Employment Law Alert* (March 2020)

"Uber, Lyft, and DoorDash Attempt a U-Turn on AB 5 via New Ballot Initiative," *Labor & Employment Alert* (November 2019)

"Reminder: Minimum Wage Increases Effective January 1, 2019," co-author, *Labor & Employment Alert* (November 2018)

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

"California Legislature Clarifies Salary History Ban And Equal Pay Statute," *Labor & Employment Alert* (July 2018)

"New FEHC National Origin Discrimination Regulations," co-author, *Labor & Employment Law Alert* (July 2018)

"Reminder: Minimum Wage Increases And San Francisco's Parity In Pay Ordinance Effective," Labor & Employment Alert (June 2018)

"New Test For Independent Contractors," co-author, *Labor and Employment Alert* (May 2018)

“Employers Cannot Rely On Prior Salary To Justify Wage Differential In Equal Pay Act Cases ,” co-author, *Labor and Employment Alert* (April 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)

“On The Horizon: New California Employment Laws for 2018,” co-author, *Labor & Employment Alert* (October 2017)

“Hiring Alert: Governor Signs New Laws Restricting Use of Criminal Histories And Prohibiting Salary Inquiries,” co-author, *Labor & Employment Alert* (October 2017)

“Reminder: Minimum Wage Increases and Victims of Domestic Violence Notice Requirements Effective July 1, 2017,” co-author, *Labor & Employment Law Alert* (July 2017)

“Gender Discrimination At The Forefront: New Transgender Identity And Expression Regulations And Court Guidance Regarding Sexual Orientation Discrimination,” co-author, *Labor & Employment Law Alert* (June 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)

“Your Background Check Documents May Be At Risk Under A New Ninth Circuit Ruling,” co-author, *Employee Benefits Law Alert* (January 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)

“Reminder: Minimum Wage Increases Effective January 1, 2017,” co-author, *Labor & Employment Alert* (November 2016)

“Court Issues Preliminary Injunction Blocking Immediate Implementation of New Federal Overtime Rules,” co-author, *Labor & Employment Law Alert* (November 2016)

"Palo Alto, Los Altos, and San Mateo Raise Minimum Wage," co-author, *Labor & Employment Law Alert* (September 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)

"After Almost 20 Years, The EEOC Has Issued New Guidelines On Retaliation," co-author, *Labor & Employment Law Alert* (September 2016)

"Class Action Waiver Split May Go Up," co-author, *Daily Journal* (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)

"Los Angeles and San Diego Join The Fray With New And Expanded Sick Leave and Minimum Wage Laws," co-author, *Labor & Employment Law Alert* (June 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)

"New Law Should Limit Disability-Access Litigation in California," co-author, *Labor & Employment Law Alert* (May 2016)

"The Defend Trade Secrets Act Opens Federal Courts To Claims Of Misappropriation Of Trade Secrets," co-author, *Labor & Employment Law Alert* (May 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)

"San Francisco Delivers New Paid Parental Leave," *Labor & Employment Alert* (April 2016)

"Expanded Reporting Obligations For Private Employers Under DOL's '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* UC Law San Francisco (Formerly UC Hastings) (2007)

B.A., University of Washington (2003)

Admissions and Courts

California