HansonBridgett



Sonia Salinas

Partner

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Areas of Focus

- Labor and Employment
- Workplace Investigations
- Litigation and Dispute Resolution
- Class Actions

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Sonia Salinas is an experienced labor and employment attorney and a skilled litigator. Sonia represents clients in a wide range of litigation matters, including wrongful discharge, race, gender, and disability discrimination/harassment, retaliation, wage and hour claims (including class actions and FLSA collective actions), and claims involving non-compete agreements. She also provides advice and counsel to clients on employee discipline, leaves of absence, and personnel policies. Sonia has a diverse client base, including public entities, multi-national corporations, hospital systems, health care providers, nonprofit entities, small businesses and individuals and tailors her services and advice to the unique needs of each client.

Representative Work

Motion for Summary Judgment. The plaintiff filed a suit against a public entity/health care system alleging age discrimination and retaliation in violation of FEHA. The plaintiff, a per diem nurse, claimed that she was "bumped" from shifts in favor of younger nurses and that she was terminated as retaliation for her complaint about this alleged discriminatory practice. The Court granted the motion for summary judgment finding, in part, that there were non-discriminatory, non-retaliatory reasons for plaintiff's termination. The successful motion for summary judgment resolved the lawsuit for the client in its entirety and the client was granted costs.

Motion for Summary Judgment. The plaintiff filed a suit against a public entity/health care system alleging age, race, nation origin, and gender discrimination in violation of FEHA. The plaintiff alleged that she was not hired for various positions she applied to –over 20 positions—because of her age, national origin, race and gender. The Court granted the motion for summary judgment finding, in part, that plaintiff failed to establish a prima facie case of discrimination and that there were non-discriminatory, reasons for the failure to hire plaintiff. The successful motion for summary judgment resolved the lawsuit for the client in its entirety and the client was granted costs.

Anti-SLAPP Motion and Appellate Victory. The plaintiffs alleged that a health care corporation, committed fraud against them, in part, because the health care corporation sued and won a judgment against plaintiffs in a sister state. The anti-SLAPP motion was granted and client was awarded the attorney's fees it incurred in filing the anti-SLAPP motion. Plaintiffs appealed but the trial court's order granting the anti-SLAPP motion was affirmed. Additionally, an order granted her client attorney's fees incurred in defending the appeal to be paid by plaintiffs.

Presentations

"Are You Calling Me A Liar? Properly Assessing Credibility In Investigations," co-speaker, CALPELRA (November 2024)

"Women of Color Forum: Navigating Work, Leadership, and Equity," CMCP Annual Business Conference (September 2024)

"2024 New California Employment Laws," Hanson Bridgett 2024 Labor & Employment Seminar (January 2024)

"First Generation Professionals: Turning Challenges into Achievements," CMCP Annual Business Conference (September 2023)

Press

"Leaders of Influence: Labor & Employment Attorneys 2023 – Sonia Salinas," L*os Angeles Business Journal* (October 2023)

Honors & Awards

Leaders of Influence: Labor & Employment Attorneys, *Los Angeles Business Journal* (2023)

Professional Affiliations

Latina Lawyers Bar Association, Former Board Member & President

Women Lawyers Association of Los Angeles

Mexican American Bar Association

Hispanic National Bar Association

Association of Business Trial Lawyers

Leadership Counsel on Legal Diversity, 2025 Fellow

Judicial Clerkships

Hon. Judge Suzanne H. Segal, Magistrate Judge, U.S. District Court of the Central District of California

Education

J.D., Loyola Law School Los Angeles (2006)

B.S., University of California, Riverside (1998)

Admissions and Courts

California

U.S. District Court for the Central District of California

U.S. District Court for the Northern District of California