Connie L. Michaels

Shareholder

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Overview

Concentrating in the field of employment law since 1987, Connie Michaels has a deep understanding of how to best address challenges related to a wide range of employment issues. She regularly leads the defense in lawsuits, arbitrations and administrative proceedings brought against companies and managers involving a variety of claims including: sexual harassment; age, disability, race and gender discrimination; retaliation; wrongful discharge; whistle blowing; and wage/hour claims including class actions. Connie prepares and argues law and motion matters, and successfully assists clients in achieving cost-effective settlements in mediations. Her legal arguments have been adopted in published opinions in both federal and state courts.

Connie offers practical advice to in-house counsel, human resources professionals and business owners of companies ranging from local family-owned businesses to multinational corporations regarding their legal rights and responsibilities to their employees. She assists employers in designing and implementing arbitration programs, conducting personnel practices audits, and preparing personnel documents such as disciplinary memos, employment contracts, severance agreements and personnel policies. A 2016 graduate of Mediator Training at Pepperdine School of Law, Straus Institute of Dispute Resolution, Connie also provides mediation services. She is on the U.S. District Court, Central District of California Court's Mediation Panel.

Connie represents clients in diverse industries, including:

- Aviation
- Education
- Equipment rental
- Healthcare
- Hospitality
- Industrial gas providers
- Insurance

- Media, including broadcast and publishing
- Pharmaceutical
- Placement agencies
- Property management
- Restaurant
- Retail

A sought-after speaker and engaging trainer, Connie regularly participates as a panelist in employment seminars and has made numerous presentations in specific areas of employment law, including:

- Avoidance of legal risk involving employment discrimination and retaliation
- Awareness and prevention of sexual harassment
- Compliance with disability laws
- Creation of personnel policies, including binding arbitration policies
- Effective discipline
- Management and employee training
- Minimizing wrongful termination lawsuits
- Preparing and updating employee handbooks
- Proper interviewing
- Wage and hour and employment law updates

Connie serves on the firm's steering committee for the Women's Leadership Initiative through Littler's Diversity Counsel, and previously served on its Governance and Associates Committees.

Professional and Community Affiliations

- Member, ProVisors
- Member, National Association of Women Lawyers
- Member, Labor and Employment Section, Los Angeles County Bar Association
- Former Member, Board of Trustees, Committee on Trustees, Audit Committee, and Development Committee, Park Century School, Culver City, CA
- Former Adjunct Faculty Member, Master of Science in Administration Program, School of Graduate Studies, University of West Los Angeles

Recognition

- Named, Super Lawyer, Southern California, *Super Lawyers*, a dozen times, including 2018
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of Southern California Gould School of Law, 1986
M.A., University of Southern California Annenberg School for Communications, 1986
B.A., University of California, Berkeley, 1983, *With Distinction*

Bar Admissions

California
District of Columbia

Courts

U.S. Court of Appeals, 9th Circuit
U.S. District Court, Central District of California
U.S. District Court, Eastern District of California
U.S. District Court, Southern District of California

Publications & Press

Labor & Employment Law Course Curriculum
Master of Science in Administration Program, School of Graduate Studies - University of West Los Angeles
2012

Guidelines Bimonthly Bulletin
1997-1998

Labor Relations Bimonthly Bulletin
1997-1998

Primer on Radio-Frequency Radiation Regulations
1995

An Overview of the Employment 'At-Will' Doctrine in the Fifty States
National Association of Broadcasters, Labor Counsel Memo
1988

Speaking Engagements

Accommodating Conflicting Rights: Same-Sex Marriage and Religion
California HR Conference, Professionals In Human Resources Association (PIHRA), Long Beach, CA
August 29, 2016

Eliminating Workplace Bias in 2016: An Overview of the New California Employment Discrimination Laws
Beverly Hills Bar Association
January 14, 2016

Eliminating Workplace Bias in 2016: An Overview of the New California Employment Discrimination Laws
ProVisors Lawyers and Legal Professionals Affinity Group
December 11, 2015

Arbitration Agreements: The Changing Legal Landscape
2015 Annual Legal Update - Professionals In Human Resources Association (PIHRA), Costa Mesa, CA
January 22, 2015

Arbitration Agreements: The Changing Legal Landscape
2015 Annual Legal Update - Professionals In Human Resources Association (PIHRA), Riverside, CA
January 15, 2015

Arbitration Agreements: The Changing Legal Landscape
2015 Annual Legal Update - Professionals In Human Resources Association (PIHRA), Pasadena, CA
January 13, 2015

Pitfalls of Employment in the Entertainment Business
Beverly Hills Bar Association, Beverly Hills, CA
November 19, 2014

California Employment Law Update and Cyber Concerns/Data Breaches: Are Homebuilder the Next Target?
General Counsel Meeting, Leading Builders of America, Los Angeles, CA
October 16, 2014

Expect the Expected - The Key Employment Cases Pending Before The Supreme Courts
2014 Mid-Year Legal Update - Professionals In Human Resources Association (PIHRA), West Los Angeles, CA
June 18, 2014

Expect the Expected - The Key Employment Cases Pending Before The Supreme Courts
2014 Mid-Year Legal Update - Professionals In Human Resources Association (PIHRA), Woodlands Hills, CA
June 12, 2014

Expect the Expected - The Key Employment Cases Pending Before The Supreme Courts
2014 Mid-Year Legal Update - Professionals In Human Resources Association (PIHRA), Riverside, CA
June 5, 2014

Littler's Labor & Employment Law Breakfast Series, New Employment and Labor Laws for 2014
Los Angeles, CA
February 13, 2014

Arbitration Agreements: The Changing Legal Landscape
2014 Annual Legal Update - Professionals In Human Resources Association (PIHRA), Burbank, CA
January 16, 2014

2014 Employment Law Update
Valley Human Capital Affinity Group (VHUMCA) - ProVisors, Agoura Hills, CA
January 15, 2014

Arbitration Agreements: The Changing Legal Landscape
2014 Annual Legal Update - Professionals In Human Resources Association (PIHRA), Ontario, CA
January 14, 2014

Arbitration Agreements: The Changing Legal Landscape
2014 Annual Legal Update - Professionals In Human Resources Association (PIHRA), Garden Grove, CA
January 9, 2014

Navigating Social Media in the Workplace
Professionals in Human Resources Association (PIHRA)
August 28, 2013

Comprehensive Workshop for Internal Investigators in California
Professionals in Human Resources Association (PIHRA)
August 28, 2013

Managing Critical Moments in the Employment Lifecycle: How to Hire, Manage, and Terminate Employees Without Ending Up in Court
2013 ThoughtSpot Tradeshow - Good Neighbor Pharmacy, Las Vegas, NV
July 24, 2013

Advanced Discovery Techniques: How to Get the Evidence You Need, When You Need it
Annual Symposium, Labor and Employment Law Section - Los Angeles County Bar Association
March 27, 2013

Defusing the Potential Explosion: Disarming Workplace Employment Law Time Bombs
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Burbank, CA
January 31, 2013

Don't Be Left Behind: ADAAA Accommodations, Process, and EEOC's Scrutiny
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Burbank, CA
January 31, 2013

Defusing the Potential Explosion: Disarming Workplace Employment Law Time Bombs
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Rancho Mirage, CA
January 30, 2013

Don't Be Left Behind: ADAAA Accommodations, Process, and EEOC's Scrutiny
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Ontario, CA
January 29, 2013

Defusing the Potential Explosion: Disarming Workplace Employment Law Time Bombs
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Ontario, CA
January 29, 2013

Defusing the Potential Explosion: Disarming Workplace Employment Law Time Bombs
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Los Angeles, CA
January 24, 2013

Don't Be Left Behind: ADAAA Accommodations, Process, and EEOC's Scrutiny
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Los Angeles, CA
January 24, 2013

Don't Be Left Behind: ADAAA Accommodations, Process, and EEOC's Scrutiny
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Garden Grove, CA
January 22, 2013

Defusing the Potential Explosion: Disarming Workplace Employment Law Time Bombs
2013 Annual Legal Update - Professionals in Human Resources Association (PIHRA), Garden Grove, CA
January 22, 2013

Littler's Labor & Employment Law Breakfast Series, Employment and Labor Laws Update
Los Angeles, CA
January 16, 2013

Eliminating Harassment—It's a Group Effort: Connecting Employees with Organizational Responsibilities to Eliminate Workplace Harassment; a Workshop for Employees
Retail Client Presentation - Littler Learning Group
2012

Understanding Disabilities and Reasonable Accommodations Under The ADAAA and FEHA
Hospital Client Presentation - Littler Learning Group
2011

Employment & Labor Law Hot Topics for Physicians and Their Representatives
Los Angeles County Medical Association Seminar, Healthcare Law Section - Los Angeles County Bar Association
2010

Federal Legislative Update – Mock Debate
The 2008 Executive Employer® Conference - Littler Mendelson, Phoenix, AZ

Identifying Risk in Your Business: Discrimination, Harassment and Retaliation
Restaurant Franchisees Regional Business Conference - Littler Learning Group
2007 and 2008

Preventing Workplace Harassment for California Managers
Architecture Firm Presentation - Littler Learning Group
2007

Avoiding Traps for the Unwary: The Latest Issues in Wage & Hour Law
Restaurant Franchisees Conference - Littler Learning Group
2004

Preventing Workplace Violence
State Compensation Insurance Fund Seminar
2004

Developing a Communications and Media Relations Strategy: Crisis Communications
2003 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

Hiring Do's and Don'ts
State Compensation Insurance Fund Seminar
2001, 2002 and 2003

Workplace Violence
Conference - Association of Threat Assessment Professionals
2002

How Smart Companies Speak in Times of Crisis or Change
2002 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

Sexual Harassment Prevention
Client Presentation - Littler Learning Group
2001

Workplace Changes: Sexual Harassment Prevention
Public Sector Client
May 3-4, 1999

Sexual Harassment: Do You Know It When You See It?
Public Sector Client
March 17, 1999

Walking the Legal Tightrope: Sexual Harassment
Public Sector Client
January 19, 1999

Workplace Violence: Legal Issues – Sexual Harassment, Employment Discrimination and Violence in the Workplace
Presentation for UCLA Extension Class
1998, 1999

Sexual Harassment: Shifting Boundaries and Dramatic Defense Developments
1999 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

A Fresh Look at the Performance Evaluation Process
Paralegal Association
1999

Avoiding Employer Liability: Things You Should Know and Do
Seminar - Women Lawyers Association of Los Angeles / National Association of Women Business Owners
1999

Conducting Good Performance Evaluations, Reasonable Accommodations under the American With Disabilities Act, and Reasonable Suspicion Drug Testing
Presentation for Human Resources Law Course - Chapman University
1999

AIDs in the Workplace: A Legal Perspective
Annual Doctor-Lawyer Seminar - Women Lawyers Association of Los Angeles / Los Angeles - American Medical Women's Association
1999

Legislative Update and Beyond
Healthcare Client Presentation
March 5, 1998

Preventative Labor Law
New Attorney Training - Internal Firm Presentation
1994, 1996 and 1998

Legal Issues Associated With a Strategic Alliance or Merger
Annual Workshop - Pacific Coast Gas Association
1998

Contingent Workers
1998 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

MCLE Compulsories: Ethics and Law Practice Management; Stress Management and Elimination of Bias; the Risk Management Perspective
Practising Law Institute
1996 and 1997

Performance Improvement Plans, Investigations, Terminations, Workplace Violence, ADA/Family Leave/Workers' Compensation Leave, Sexual Harassment, Litigation Landmines
Shipping Client Presentation
1997

Progressive Discipline
Public Sector Client Conference
1995

Interviewing Tips: A Management Training Seminar
Client Presentation - Youth Residential Treatment Facility
1995

Sexual Harassment in the Workplace
Medical Group Client Presentation
1993

Employment Discrimination Law: The Fundamentals
Distribution Client
November 20, 1992

How to Interview & Hire, Discipline & Discharge: A Half Day Seminar on Avoiding Legal Liabilities and How the Americans with Disabilities Act and Civil Rights Act of 1991 Affect Hiring Disciplinary Actions, and Termination
For Automatic Data Processing (AP) and Unemployment Compensation Management (UCM)
January 28, 1992

Wrongful Discharge Law in California; Negligent Hiring, Retention, Training and Supervision; Sexual Harassment: Reexamining Its Meaning, Prevention, Investigation and Defense
Client Presentation - Aerospace Materials Supplier
1992

Writing a Company Policy
Seminar - California Glass Association
1991

Constructing Employee Handbooks
Client Seminar - Littler Mendelson
1989

Wage and Hour Basic Principles
Client Seminar - Littler Mendelson
1989

Wage and Hour Law Update
Client Seminar - Littler Mendelson
1989

Books & Book Chapters

- Employment Torts: High-Risk Components Of Wrongful Discharge Lawsuits, The 1997 and 1998 National Employer, *LexisNexis*