

## Liseanne R. Kelly

Shareholder

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## Focus Areas

Wage and Hour  
Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks  
Discrimination and Harassment

## Overview

Liseanne R. Kelly counsels both large and small organizations and their human resources teams in all aspects of the employment relationship with a particular emphasis on multi-state compliance issues. In particular, Liseanne advises national employers on multi-state paid time off policies and multi-state incentive compensation plans. Liseanne regularly counsels clients on complex leave administration and disability accommodation issues and frequently provides wage and hour advice. Her practice includes:

- Drafting and implementing policies
- Performance management issues
- Termination decisions
- Pay equity issues
- Guidance on training and other compliance related issues
- Providing training to client's in-house legal and HR teams
- Guiding clients through disability accommodation issues and the interactive process
- Advice regarding state and federal leave of absence laws

Additionally, Liseanne has substantial experience representing employers in litigation in federal and state court involving wrongful termination, discrimination, harassment, and wage and hour claims (both individual and class claims).

## Education

J.D., University of California, Davis School of Law, 2000

B.S., University of Nevada, Las Vegas, 1994

## Bar Admissions

California

## Courts

U.S. District Court, Southern District of California

## Publications & Press

### **California Extends COVID-19 Paid Sick Leave to Essential Food Sector Workers**

*Littler ASAP*

April 17, 2020

### **Shareholder Liseanne Kelly Rejoins Littler in San Diego**

*Littler Press Release*

May 20, 2019

### **Littler Elevates 28 Attorneys to Shareholder**

*Littler Press Release*

January 3, 2018

### **Back to School Bulletin! Special State Leave Laws Can Apply for Parents**

*Littler Insight*

August 28, 2017

### **Sick-Leave Laws Cause HR Headaches**

*Human Resource Executive Online*

August 23, 2016

### **San Diego Sick Leave Amendments: Cure for or Cause of Employer Ills?**

*Littler ASAP*

August 16, 2016

### **Voters Approve Paid Sick Leave Changes in San Diego and San Francisco**

*Littler Insight*

June 14, 2016

**Minimum Wage Increases Advance in San Diego and Washington, DC**

*XpertHR*

June 8, 2016

**Employers Must Act Promptly to Comply with the Revised Family and Medical Leave Act Regulations**

*Firm Alert*

2008

**The Year in Review: 2005 California Employment Legislation**

*HR.com*

2006

**Speaking Engagements**

**2019 Southern California Employer Conference**

Hyatt Regency Long Beach 200 S. Pine Ave. Long Beach, CA 90802

October 23, 2019

**Cutting Edge Disability Law - Accommodating an Aging Workforce**

California Bar Association 34th Labor and Employment Law Section Annual Meeting

July 14, 2017

**Mastering the Exasperating: Navigating California's Leave of Absence Laws**

San Diego, CA

June 7, 2013

**California's Tidal Wave of Wage-and-Hour and Civil Rights Class Actions**

Firm Presentation, San Diego, Los Angeles, and San Francisco, CA

2010

**Disability and Reasonable Accommodation Issues**

Firm Presentation, San Diego, CA

2009

**Implementing the New FMLA Regulations in California**

Firm Presentation, San Diego, CA

2009

**Electronic Communications and Privacy in the Workplace**

San Diego Advisory Council and the State of California Employment Development Department

2008

**Employment Law 101**

San Diego Advisory Council and the State of California Employment Development Department  
2006

**Managing Hiring, Performance and Terminations in California**

Association of Legal Administrators, San Diego Chapter  
2005

**Leaves of Absence**

Lorman Education Services  
2003-2005

**Managing Employee Performance and Misconduct in California**

Lorman Education Services  
2005

**Reducing Liability Risks for Failing to Effectively Train Managers and Supervisors on Workplace Policies and Procedures**

Council on Education in Management  
2005

**Employer Guidelines for Conducting Prompt, Thorough and Neutral Investigations**

Firm Presentation  
2004