

Connie L. Michaels

Shareholder

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Overview

Concentrating in employment law her entire career, Connie Michaels has a deep understanding of how best to address challenges facing employers on a wide range of issues. She regularly leads the defense in lawsuits, arbitrations and administrative proceedings brought against companies of all sizes and in diverse industries involving claims including: sexual harassment; age, disability, race and gender discrimination; retaliation; wrongful discharge; whistleblowing; and wage violations. Her legal arguments have been adopted in published opinions by federal and state courts.

Connie offers practical advice to in-house counsel, human resources professionals and business owners regarding their legal rights and responsibilities to their employees. She assists employers in implementing leaves and disability accommodations, conducting workplace investigations and layoffs, reaching disciplinary and termination decisions, auditing human resource practices, and drafting documents such as disciplinary memos, employment contracts, severance agreements and personnel policies.

A sought-after speaker and engaging trainer, Connie regularly participates as a panelist in employment seminars.

A 2016 graduate of Mediator Training at Pepperdine School of Law, Straus Institute of Dispute Resolution, Connie successfully assists clients in achieving cost-effective settlements and provides mediation services. She is on the mediation panels of both the U.S. District Court, Central District of California and Los Angeles Superior Court.

Connie serves on Littler's Women's Leadership and Parenting Committees, and served for years 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*
- 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. Supreme Court

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

Events & Speaking Engagements

Hot Topics in Employment Law: 2023 Developments and Trends Impacting Employers in the Golden State

ProVisors BH5 Group

December 1, 2023

Hot Topics in Employment Law: 2023 Developments and Trends Impacting Employers in the Golden State

ProVisors Los Angeles Lawyers and Legal Professionals Group

September 8, 2023

The Great California Experiment: Dynamex, AB 5 and Independent Contractors

Meeting Professional International's WE(Con) 2020 Conference

February 21, 2020

Unbecoming Conduct: How Attorneys Can Ensure Compliance With California's Ethical Rules Against Bias, Discrimination and Harassment

ProVisors Lawyers and Legal Professionals Affinity Group
December 13, 2019

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

Comprehensive Workshop for Internal Investigators in California

Professionals in Human Resources Association (PIHRA)

August 28, 2013

Navigating Social Media in the Workplace

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

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), 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

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

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), 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

Hiring Do's and Don'ts

State Compensation Insurance Fund Seminar
2001, 2002 and 2003

Developing a Communications and Media Relations Strategy: Crisis Communications

2003 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

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

A Fresh Look at the Performance Evaluation Process

Paralegal Association

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

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

Sexual Harassment: Shifting Boundaries and Dramatic Defense Developments

1999 Executive Employer Conference® - Littler Mendelson, Phoenix, AZ

Workplace Violence: Legal Issues – Sexual Harassment, Employment Discrimination and Violence in the Workplace

Presentation for UCLA Extension Class

1998, 1999

Legislative Update and Beyond

Healthcare Client Presentation

March 5, 1998

Preventative Labor Law

New Attorney Training - Internal Firm Presentation

1994, 1996 and 1998

Contingent Workers

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

Legal Issues Associated With a Strategic Alliance or Merger

Annual Workshop - Pacific Coast Gas Association

1998

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

Shipping Client Presentation

1997

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

Practising Law Institute

1996 and 1997

Interviewing Tips: A Management Training Seminar

Client Presentation - Youth Residential Treatment Facility

1995

Progressive Discipline

Public Sector Client Conference

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

Wage and Hour Law Update

Client Seminar - Littler Mendelson

1989

Wage and Hour Basic Principles

Client Seminar - Littler Mendelson

1989

Constructing Employee Handbooks

Client Seminar - Littler Mendelson

1989

Books & Book Chapters

- *Labor and Employment Law Course Curriculum*, Master of Science in Administration Program, School of Graduate Studies - University of West Los Angeles, 2012
- *Employment Torts: High-Risk Components Of Wrongful Discharge Lawsuits*, The 1997 and 1998 National Employer, *LexisNexis*