Liseanne R. Kelly

Shareholder

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Practice Areas

Wage and Hour
Leave and Accommodation
Handbooks and Policies

Overview

As a trusted partner to in-house legal counsel and human resource teams, Liseanne helps companies navigate complex and challenging employment law issues, often on a multistate basis. Liseanne brings over 25 years of law firm experience to her role as employment counsel. Additionally, Liseanne has prior experience in human resources and as in-house employment counsel. Liseanne's in-house and law firm background enhances her understanding of the practical challenges faced by clients in navigating complex employment law issues. Clients appreciate her ability to discuss complex issues in an understandable way as well as her ability to provide practical solutions to difficult problems.

Liseanne has extensive experience with wage and hour advice, day-to-day counseling regarding wage and hour, incentive compensation, employee relations, audits, and policy work. Liseanne also occasionally supports clients with high-level secondments, providing continuity of service for client in-house teams. Her current practice focuses primarily on:

- Multistate incentive compensation plan reviews
- Wage and hour counseling
- Regular rate of pay audits
- Leave of absence guidance
- Guiding clients through preparation, implementation and testing of new payroll, timekeeping and leave of absence technologies. Specifically, Liseanne works with clients in the months prior to a technology implementation to gather and audit policies/practices. She then works with clients through the build/implementation process to ensure policies and processes are implemented as drafted. She also helps clients through testing of high priority compliance items and will oversee post-implementation audits.

Liseanne also 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
Idaho

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
Press Release
May 20, 2019

Littler Elevates 28 Attorneys to Shareholder
Press Release
January 3, 2018

Back to School Bulletin! Special State Leave Laws Can Apply for Parents
Littler ASAP
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 ASAP
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

Events & Speaking Engagements

Tales from the Trenches: Hidden Legal Risks in Paid Leave Compliance
Littler Executive Employer Conference, Phoenix, AZ
May 8, 2024

2019 Southern California Employer Conference
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 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

Managing Hiring, Performance and Terminations in California
Association of Legal Administrators, San Diego Chapter
2005

Leaves of Absence
Lorman Education Services
2003-2005

Employer Guidelines for Conducting Prompt, Thorough and Neutral Investigations
Firm Presentation
2004