



Kelly M. Raney

Counsel

KRaney@ggfirm.com

Ph. 310-201-7409

Fax 310-201-1787

Kelly counsels and defends employers and management in the full range of employment law issues at the state and federal levels.

She represents and advises clients of all sizes, from start-ups and high-net-worth individuals to Fortune 500 companies on matters ranging from employment policies, practices and compliance, pre-litigation disputes and investigations, and all stages of litigation. Kelly has also litigated high stakes intellectual property and commercial contract disputes, which included authoring briefs and appearing at the federal appellate level.

Kelly applies her high stakes litigation skills and degrees in economics and business to strategically advise and protect her clients' interests, with an understanding of her clients' priorities and goals. She has a proven track record of successfully resolving matters to her clients' satisfaction and has the trial and appellate experience to see a dispute through to the end if necessary.

Representative matters include:

- Advises and counsels start-ups and family-owned businesses on setting up compliant employment practices and helping them adapt as their workforce grows.
- Advises and counsels large corporations on issues ranging from leaves of absences, sexual harassment and discrimination, hiring practices, including Ban-the-Box laws, and the WARN Act for layoffs and furloughs.
- Successfully resolved multiple discrimination and harassment matters and wage and hour matters for employers across a broad range of industries, including for example, software companies in the gaming and video production industries, multiple manufacturers in various industries, real estate development, executive recruiting, and employers of domestic staff.
- Successfully resolved a whistleblower suit for a company in the biomedical tech industry.

Professional Affiliations

- Advisory Council Member, Dress for Success Worldwide - West

Awards

- Best Lawyers: Ones to Watch, 2021
- Southern California Super Lawyers Rising Stars, 2014, 2018, 2020

Bar Admissions

- California, 2012

Court Admissions

- California State Courts
- Ninth Circuit Court of Appeals
- United States District Court for the Central, Northern, Eastern, and Southern Districts of California

Education

- University of Southern California Gould School of Law (J.D., 2012)
 - Review of Law and Social Justice Honors Journal
- University of San Diego (B.A., *magna cum laude*, 2009)
 - Dean's First Honors
 - Business Administration/Economics

Insights

December 28, 2020

The Coronavirus Response and Relief Act — What You Need to Know About the Second Largest Stimulus Bill in History

November 16, 2020

Are You Ready for 2021? Update on New Laws for California Employers

September 1, 2020

Coming Up—CalSavers Compliance Deadlines: What California Employers Should Know

August 20, 2020

36 Greenberg Glusker Attorneys Named to 2021 Best Lawyers® List

June 30, 2020

In Other News, a Non-Coronavirus Mid-Year Update for Employers

June 9, 2020

12 Greenberg Glusker Attorneys Selected for Super Lawyers Rising Stars

June 3, 2020

Reopen with Care: Employers Should Proceed Cautiously in Resuming Workplace Operations

May 6, 2020

Beyond Business as Usual—Return-to-Work Checklist For Employers

May 4, 2020

New Ordinance Requires Large Employers in the Unincorporated Parts of Los Angeles County to Immediately Provide Supplemental Paid Sick Leave

April 10, 2020

City of Los Angeles Issues 3 Orders Related to Supplemental Paid Sick Leave and Worker Protection

April 3, 2020

The IRS and DOL Issue Guidance on Required Documentation for Paid Leave and the Associated Tax Credits under the Families First Coronavirus Response Act

March 26, 2020

The DOL Releases Guidance on the Families First Coronavirus Response Act and the Mandatory Notice Poster

March 19, 2020

The President Signs the Families First Coronavirus Response Act

March 17, 2020

Status and Summary of the Federal Government's Pending Families First Coronavirus Response Act

February 27, 2020

New Form for New Hires— Employer Must Start Using New I-9 Form by May 1, 2020

January 31, 2020

Breaking News! New Court Order Bans the Ban on Mandatory Employment Arbitration Agreements

December 10, 2019

Here Comes Santa Laws: Unwrapping the New Employment Fa-La-La-La-Laws for 2020

April 29, 2019

Nothing More, Nothing Less: Ninth Circuit Limits the Acceptable Format of and Language in Background Check Disclosure Forms Given to Job Applicants

January 16, 2019

Latest Guidance About California's New Sexual Harassment Training Requirements

October 17, 2018

New Laws Roll Out as the Governor Heads Out

June 7, 2018

14 Greenberg Glusker Attorneys Named Super Lawyers Rising Stars

December 29, 2017

New Year, New Poster: Prepare to Prominently Post the "Transgender Rights in the Workplace" Poster

Greenberg Glusker Client Alert

October 25, 2017

New Laws Affecting California Employers in 2018

Greenberg Glusker Client Alert

June 21, 2017

Mid-Year Compliance Check-Up!

Greenberg Glusker Client Alert

March 1, 2017

Reading the (Bathroom) Signs

Greenberg Glusker Client Alert

February 1, 2017

New I-9 Forms Available for Immediate Use!

Greenberg Glusker Client Alert

December 22, 2016

Ban the Box: Breaking Down the "Los Angeles Fair Chance Initiative for Hiring" Ordinance

Greenberg Glusker Client Alert

November 7, 2016

Legislative Developments Affecting California Employers in 2017 and Beyond

Greenberg Glusker Client Alert

September 13, 2016

Recent Cases Signal Shifting Tides in Employment Arbitration

Greenberg Glusker Client Alert

The Laboring Oar Blog

The Laboring Oar® is Greenberg Glusker's employment blog created with the intention of providing the latest employment and labor law trends and updates to help clients remain informed in an ever-changing, dynamic world.

February 17, 2021

Federal EEO-1 Pay Data Reporting Gets Pushed to April 2021, But California Pay Data Reporting is Due March 31, 2021

Federal EEO-1 Reports Employers who are required to file Employer Information Reports (an “EEO-1 Report”) should prepare to submit their 2019 and 2020 data in April 2021. Due to COVID-19, EEO-1 reporting for 2019 was delayed until the same...

February 16, 2021

Los Angeles County Has Extended its 2020 COVID-19 Supplemental Paid Sick Leave Requirement, Retroactive to January 1, 2021

While the State of California and the federal government both let their respective laws requiring COVID-19 paid sick leave expire at the end of 2020, Los Angeles County belatedly passed an ordinance that retroactively requires employers in the unincorporated...