



Wendy E. Lane

Chair, Employment Department

WLane@ggfirm.com

Ph. 310-785-6870

Fax 310-201-2365

Wendy E. Lane is Chair of the Employment Department, focused on employment counseling and litigation on behalf of a variety of clients, including entertainment studios and production companies, celebrities, real estate and investment companies, fashion and apparel companies, restaurants, manufacturers, retailers, and professional service providers (including doctors, lawyers, and accountants).

As a trusted resource on the latest developments in employment law, Wendy has appeared on numerous panels, spoken at seminars, and has been quoted in the *Los Angeles Times*, *USA Today*, the *New York Times*, *The Hollywood Reporter*, *Society For Human Resource Management* and *California Lawyer*. She has also published articles for the *Daily Journal*, *Los Angeles Business Journal*, and numerous other human resource and employment law publications.

In the employment litigation arena, Wendy has considerable experience representing employers in cases involving claims of harassment, discrimination, wrongful termination, and wage and hour claims (including class actions). Wendy has also obtained injunctions, drafted countless cease and desist letters, and filed numerous actions to prevent theft of her client's intellectual property and trade secrets. By strategically using investigations, witness interviews, depositions, and other discovery mechanisms, Wendy has successfully convinced plaintiffs' lawyers to rapidly dismiss or inexpensively settle their lawsuits on many occasions.

On the employment counseling side, Wendy uses her litigation experience to provide advice and draft policies, handbooks, and other documents that provide the maximum protection for her clients. Wendy knows exactly which facts and evidence will provide the best defense in the event that her client is ever challenged in court, which also leads to earlier and more cost-effective resolutions in the event of an employee dispute. Wendy advises employers on complicated issues including workplace injuries, employee requests for medical leave and/or disability accommodations, investigation of internal employee grievances (such as complaints of harassment and discrimination), terminations and disciplinary actions, employee theft, and employee drug and alcohol use. Wendy also drafts employment and independent contractor agreements, arbitration agreements, intellectual property agreements, and confidentiality agreements.

Beyond employment litigation, Wendy has handled numerous business litigation cases involving claims for breach of contract, fraud, unfair competition, partnership dissolution, trademark infringement, breach of fiduciary duties, wrongful death/toxic torts (specifically, mold and silica exposure).

Wendy also authored the first edition of a manual on adoption law used by pro bono attorneys and law students in finalizing adoptions of dependent children throughout Los Angeles. As an advocate of children's rights, Wendy has dedicated substantial time as a volunteer and fundraiser for various social service agencies and non-profit, charitable organizations such as the Angeles Girl Scouts, Children's Hospital Los Angeles, and the UCLA Gold Shield Alumnae.

Professional Affiliations

- Member, [State Bar of California](#)
- Member, [Los Angeles County Bar Association](#), Labor and Employment Law Section
- Member, [Los Angeles Bar Association](#), President's Advisory Committee on Women in the Legal Profession
- Member, [Bruin Professionals](#)
- Former Director, [Angeles Girl Scout Council](#)
- Former Volunteer, [Children's Rights Project of Public Counsel](#), Los Angeles, Los Angeles
- Former Intern, [Orange County District Attorney's Office](#), Sexual Assault and Child Abuse Unit and Orange County Social Services
- Member, [ProVisors](#); Executive Committee Century City 6 Group and Middle Market Affinity Group

Awards

- *The Best Lawyers in America* - Litigation - Labor and Employment, 2021
- Southern California *Super Lawyers*, 2011-2021
- Best Brief, UCLA Moot Court Competition
- Foundation of the State Bar Merit Scholarship

Bar Admissions

- California, 1998

Court Admissions

- Ninth Circuit Court of Appeals
- U.S. District Court, Central, Eastern and Southern District Courts of California

Education

- University of California, Los Angeles (J.D., 1998)
- University of California, Irvine (B.A., *summa cum laude*, 1995)

- Criminology, Law & Society
- Phi Beta Kappa

Languages

- Spanish

Experience

- Advise on employment matters in connection to sale of Hourglass Cosmetics to Unilever.
- Advise employers on day-to-day employment matters, draft policies and handbooks, and oversee investigations of harassment and discrimination claims.
- Defended national food and drug store chains and California fast-casual food chain in wage and hour class actions, efficiently coordinating depositions of hundreds of putative class members and review of thousands of pages of time sheets before settling matter favorably on behalf of clients.
- Favorably settled discrimination and harassment claims against head of prominent manufacturing company, less than two months after employee filed suit and one day after taking the employee's deposition.
- Persuaded plaintiff to voluntarily dismiss wrongful termination claims against national landscape company at initial stages of litigation after filing demurrer attacking plaintiff's complaint.
- Obtained restraining order to prevent former employee from stealing and using company's trade secrets and proprietary information, including client lists and pricing and marketing information.
- Represented accountant in dispute over the stock ownership of a closely-held corporation, settling case favorably for client after cross-examination of opposing side's key witness on first day of trial.
- Defended one of world's leading glass and ceramics manufacturers in product liability dispute. Filed motion for summary judgment demonstrating lack of evidence that client's product allegedly caused illness and death of individual who used product, persuading plaintiffs to dismiss case.

Insights

January 21, 2021

26 Greenberg Glusker Attorneys Selected to 2021 Southern California Super Lawyers
Super Lawyers

November 16, 2020

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

September 1, 2020

Back to School Rules—The Department of Labor Provides New Guidance Regarding the Availability of FFCRA Emergency Leave for Employees Due to COVID-Related School Closures

August 31, 2020

Labor & Employment: A Roundtable Discussion

Los Angeles Business Journal

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 18, 2020

EEOC Confirms That Employers' Right to Test Employees for COVID-19 Infection Does Not Extend to Antibody Testing

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

April 21, 2020

Use Caution When Cutting Exempt Employees' Salary

SHRM Online

April 10, 2020

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

March 16, 2020

Have a sick employee? Send them home right now.

Human Resource Executive

March 12, 2020

Confronting COVID-19 in the Workplace

February 27, 2020

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

January 15, 2020

23 Greenberg Glusker Attorneys Selected to 2020 Southern California Super Lawyers

December 10, 2019

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

November 25, 2019

5 State Marijuana Mandates Throwing Employers For A Loop

Law360

October 31, 2019

Council: No amount of marijuana OK for 'safety sensitive' jobs

Construction Dive

October 21, 2019

Labor & Employment - A Roundtable Discussion

Los Angeles Business Journal

October 8, 2019

When ABC Is Not As Easy As 1-2-3: New California Law Codifies “ABC Test” For Independent Contractors While Creating Exceptions For Certain Industries And Business Relationships

September 6, 2019

Hurry Up and Pause—California Passes “Urgency Statute” that Delays for One Year Employers’ Deadline to Comply with Expanded Sexual Harassment Training Requirements

August 15, 2019

29 Greenberg Glusker LLP Lawyers Named to 2020 Best Lawyers® List

April 9, 2019

Do Your Workplace Posters and Employment Law Pamphlets Need a Spring Cleaning?

February 14, 2019

High stakes: State cannabis laws make contractors' obligations hazy

Construction Dive

January 31, 2019

24 Greenberg Glusker Attorneys Selected to 2019 Southern California Super Lawyers

January 16, 2019

Latest Guidance About California’s New Sexual Harassment Training Requirements

December 13, 2018

Attorneys: client companies becoming more proactive in addressing harassment

Daily Journal

December 4, 2018

Labor & Employment Roundtable 2018

Daily Journal

October 31, 2018

Interact Sensitively with Employees Addicted to Opioids

Society for Human Resource Management

October 17, 2018

New Laws Roll Out as the Governor Heads Out

August 8, 2018

Starbucks Case Gives Employers a Jolt

June 29, 2018

Summertime Minimum Wage Increases and National Origin Protections Turn Up the Heat for Employers

Greenberg Glusker Client Alert

May 4, 2018

Hiring Independent Contractors Just Became Riskier in California

Greenberg Glusker Client Alert

April 23, 2018

Be Prepared for Calls from the DFEH Regarding Your Anti-Harassment Policies

Greenberg Glusker Client Alert

March 28, 2018

Inclusion Issues

Human Resource Executive

February 23, 2018

Google now sued by fired engineer from other end of the political spectrum

Los Angeles Daily Journal

January 24, 2018

What to know while DACA is in flux

Los Angeles Daily Journal

January 18, 2018

Sharing Salaries: How Actresses Are Fighting Hollywood's Gender Pay Disparity With Transparency

The Hollywood Reporter

January 18, 2018

How a New Ban on Asking About Salary History Could Help (and Hurt) Women

The Hollywood Reporter

January 10, 2018

Get Ready for 2018: California Trends Put HR in the Spotlight

Society For Human Resource Management

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

June 10, 2016

New LA City Paid Sick Leave Ordinance Doubles California Paid Sick Leave and Exposes Employers to Steep Fines

May 26, 2016

Labor & Employment Roundtable

California Lawyer

May 19, 2016

Department of Labor Grants Lowest Paid Exempt Employees an Early Holiday Gift: The Annual Minimum Salary Requirement Will Increase to \$47,476 on December 1st,

Greenberg Glusker Client Alert

May 11, 2016

Newly Enacted “Defend Trade Secrets Act” Requires Notice Provision to Be Added to Future Confidentiality Agreements to Preserve Important Rights

Greenberg Glusker Client Alert

March 29, 2016

New Requirements for Employers’ Anti-Harassment and Anti-Discrimination Policies Effective April 1st - FEHA Regulations for 2016

Greenberg Glusker Client Alert

February 17, 2016

Proposed New Employer Data Reporting to Combat Pay Disparities

Greenberg Glusker Client Alert

January 22, 2016

23 Greenberg Glusker Attorneys Named to Super Lawyers 2016

Super Lawyers

December 10, 2015

Legislative Developments Affecting California Employers In 2016

Greenberg Glusker Client Alert

November 6, 2015

Insights Into Wage and Hour Developments

Greenberg Glusker Client Alert

November 6, 2015

California Fair Pay Act: Amendments to the Existing Equal Pay Act Make It Easier for Employees to Prove Unlawful Wage Differentials Based on Gender

Greenberg Glusker Client Alert

June 4, 2015

Client Bulletin: Update on New Sick Leave Law

Greenberg Glusker Client Alert

February 1, 2015

The state’s new minimum wage law may cause employers to fret a bit

Smart Business

December 1, 2014

Labor & Employment Roundtable

California Lawyers

August 1, 2014

Overtime exempt? The state's new minimum wage law may cause employers to fret a bit
Smart Business Los Angeles

July 22, 2014

With Wage Hikes, Consider the Big Picture
Los Angeles Daily Journal

November 1, 2013

Devices Keep Sneaking In
Technicalities

November 15, 2012

Tolerate anger at your own risk
Thompson Reuters

August 14, 2012

Pack patience: Fires, storms, politics clogging summer travel
The Seattle Times

August 13, 2012

Convention Time, Clog Time
The Los Angeles Times

May 9, 2012

Anti-texting policies a tough call for employers
Los Angeles Daily Journal

April 12, 2012

Employers don't have to ensure workers take breaks, court rules
Los Angeles Times

March 1, 2012

The Thin, Digital Line
Human Resource Executive Online

December 12, 2011

New Employment Laws for 2012
Los Angeles Daily Journal

March 30, 2011

New Cases Limit Ability to Police Employee Use of Social Media
AOL Jobs

August 18, 2010

Social Media and Employment Law: A New Paradigm for Employers

Primerus

July 29, 2010

Crossing the Line: Labor Dispute Protestors Deemed Trespassers

Los Angeles Daily Journal

March 17, 2010

More Employers Use Tech to Track Workers

USA Today

March 30, 2009

Reduce the Risk of Litigation When Dealing With Layoffs

Smart Supervision

November 1, 2008

In Focus: Layoffs - Legal Protection for Employers

Area Development Magazine