



## Wendy E. Lane

Chair, Employment Department

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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 drafted articles for the *Daily Journal*, *AOL Jobs*, and numerous other human resource and employment law publications.

In the employment litigation arena, Wendy has considerable experience representing plaintiffs and defendants 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 which 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.

As for non-employment business litigation, Wendy has handled numerous 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**

- Best Lawyers in America - Litigation - Labor and Employment (2020)
- Southern California Super Lawyers (2011-2019)
- Best Brief, UCLA Moot Court Competition
- Foundation of the State Bar Merit Scholarship

### **Bar Admissions**

- California, 1998

### **Court Admissions**

Federal Court Admissions:

- California
- 9th Circuit Court of Appeals
- Central District Court of California
- Eastern District of California
- Southern Court 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.

## Media

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*