



## → Bernice Diaz

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Bernice Diaz is an associate in the Labor and Employment Practice Group in the firm's San Diego office.

### Areas of Practice

Bernice's practice focuses on labor and employment litigation, representing employers in complex wage and hour class actions in state and federal courts, representative actions under the California Private Attorneys General Act (PAGA), and single-plaintiff matters involving claims of discrimination, harassment, retaliation, and wrongful termination.

Bernice has extensive experience defending clients on actions brought by the Equal Employment Opportunity Commission (EEOC) and the California Civil Rights Department (CRD). She advises and counsels clients on day-to-day employment and compliance issues, including discipline and terminations, personnel policies, employee handbooks, disability accommodation, and wage and hour compliance issues, including prevailing wage matters.

Prior to joining the firm, Bernice practiced in the Orange County office of an Am Law 100 firm where she focused on employment/wage and hour litigation and complex commercial disputes covering a wide range of areas, including breach of contract, unfair competition, fraud, and consumer financial services.

Bernice graduated from University of California, Irvine School of Law, where she was a Staff Editor of the *UC Irvine Law Review* and a teaching assistant to first-year law students in the legal writing class. She also served as a judicial extern to the Honorable David O. Carter of the United States District Court for the Central District of California and a legal extern for the Office of Chief Legal Counsel, Internal Revenue Service.

Bernice serves on the Recruiting Committee and Diversity and Inclusion Working Group in the firm's San Diego office. She is also actively involved in the firm's Women Lawyers Group.

## Articles

### Energy Law Blog Posts

- "Inflation Reduction Act: Prevailing Wage and Apprenticeship Requirement FAQs and Key Takeaways from the Initial Guidance from the Treasury and IRS," December 29, 2022
- "Inflation Reduction Act: Wage and Apprenticeship Requirements," November 15, 2022

## Labor & Employment Law Blog Posts

- "Analyzing President Trump's "Defending Women From Gender Ideology Extremism And Restoring Biological Truth To The Federal Government" Executive Order," February 4, 2025
- "Claiming Inflation Reduction Act Tax Credits and Deductions on Your 2024 Return? Make Sure You Complied with the Prevailing Wage and Apprenticeship Requirements," March 18, 2024

## Media Mentions

As demand for solar labor surges, training standards are a key focus: Fluke specialist  
*Utility Dive*, 08.17.2023

Meeting prevailing wage and apprenticeship requirements  
*pv magazine USA*, 07.11.2023

Renewables industry should engage community colleges to address labor shortage, development official says  
*Higher Ed Dive*, 02.22.2023

Renewables industry should engage community colleges to address labor shortage: development official says  
*Utility Dive*, 02.16.2023

## Speaking Engagements

"Opportunities for Climate Resiliency Projects Under the Inflation Reduction Act – What Lawyers Need to Know," California Lawyers Association Annual Meeting, San Diego, CA, September 23, 2023

## Events

Clean Energy Workforce Development  
Intersolar North America and Energy Storage North America Webinar  
Webinar, 06.21.2023

Energy Storage North America 2023 Conference  
February 14 - 16

## Memberships

Orange County Bar Association  
Orange County Asian American Bar Association  
San Diego County Bar Association  
Filipino American Lawyers of Orange County

## Practices

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Employment Agreements

Handbooks and Personnel Policies

Harassment Investigation and Training

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Public Works and Prevailing Wage Law

Wage and Hour Class Actions

Wage and Hour Regulations

Wrongful Termination

## Education

J.D., University of California, Irvine, 2019; Staff Editor, *UC Irvine Law Review*

B.A., University of California, San Diego, 2014, *cum laude*

## Clerkships

Judicial Extern to the Honorable David O. Carter of the United States District Court for the Central District of California

## Admissions

California

United States District Court for the Central District of California

## Languages

Tagalog