



→ Ian A. Michalak

Associate

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Ian Michalak is an associate in the Labor and Employment Practice Group in the firm's Los Angeles office.

Areas of Practice

Ian specializes in labor and employment matters on behalf of employers, including defending wage and hour class actions and PAGA matters, defending wrongful termination, employment discrimination, sexual harassment claims, and counseling employers regarding California and federal employment law issues.

Ian has litigated and advised clients in all phases of litigation, including through trial. In 2022, Ian was part of a trial team that obtained a complete defense verdict in a workplace harassment case. He has also defeated class certification of wage and hour claims for a proposed class of over 40,000 employees.

Articles

- Check Onboarding Docs To Protect Arbitration Agreements
Law360, 06.07.2023

Labor & Employment Law Blog Posts

- "Court of Appeal Holds an Employee Cannot Recover Damages for Defamation Related to a Wrongful Termination Claim," June 10, 2025
- "It Is Time to Check Your Onboarding Documents – Employer's Confidentiality Agreement Renders Its Arbitration Agreement Unenforceable," May 26, 2023
- "Court Enjoins Law Requiring California Businesses Have Women on Their Board of Directors," May 19, 2022
- "California Department of Public Health Requires Health Care Workers to Receive the Booster Vaccine by February 1, 2022," December 27, 2021
- "EEOC Takes a Second Shot at COVID-19: Employer Vaccine Incentives Approved, Subject to Exceptions, But Questions Remain," June 4, 2021

Practices

Class Action Defense

Discrimination, Harassment, and Retaliation

Handbooks and Personnel Policies

Harassment Investigation and Training

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Labor Union Management Relations

Litigation

Wage and Hour Class Actions

Wage and Hour Regulations

Wrongful Termination

Education

J.D., University of Notre Dame, 2020, *cum laude*

B.A., University of Toledo, 2017, *magna cum laude*

Clerkships

Extern to the Honorable Daniel Murphy, Los Angeles Superior Court

Admissions

California

U.S. District Court, Central, Northern Districts of California

U.S. Court of Appeals, Ninth Circuit