



## → Lauren J. Blaes

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Lauren Blaes is an associate in the Labor and Employment Practice Group in the firm's Orange County office.

### Areas of Practice

Lauren represents employers in a broad range of employment disputes including wage and hour class actions, Private Attorney General Act (PAGA) actions, and individual discrimination, retaliation, harassment, and wrongful termination disputes. Lauren has experience defending employers in state and federal courts, as well as in arbitrations and administrative hearings.

Lauren also provides advice and counseling on labor and employment practices, including employer policies and procedures, employee classification, including exempt classification and independent contractor classification, and employment law compliance.

### Honors

Sheppard Mullin's Bob Williams Community Betterment Award, 2021

### Articles

#### Labor and Employment Law Blog Posts

- "California Supreme Court Finds That an Employer's Third Party Agents May Be Held Directly Liable for Violations of California's Fair Employment and Housing Act," September 1, 2023
- "What's on Deck With Governor Newsom? Employment-Related Bills That May Soon Impact California Employers," September 7, 2022
- "Two Executive Orders Signed on International Women's Day Promoting Gender Equity and Equality," March 10, 2021
- "A Roadmap to Resilience: Debriefing California's Reopening Plan," May 19, 2020
- "A Heads Up On The CROWN Act: Employees' Natural Hairstyles Now Protected," August 21, 2019

### Memberships

Co-Chair of Young Lawyer Division, Orange County Association of Business Trial Lawyers

Member, Orange County Bar Association, Labor and Employment Section

## Practices

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Wage and Hour Class Actions

Wage and Hour Regulations

Wrongful Termination

## Education

J.D., University of California, Los Angeles, 2018, Managing Editor, *UCLA Law Review*

B.A., University of California, Santa Barbara, 2015, *with highest honors*

## Clerkships

Judicial Extern for the Honorable James V. Selna in the U.S. District Court for the Central District of California

## Admissions

California

U.S. District Court for the Central District of California