



→ Raymond J. Nhan

Associate

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Raymond Nhan is an associate in the Labor and Employment Practice Group in the firm's Century City office.

Areas of Practice

Ray represents clients in employment and labor law matters in state and federal courts, and before administrative agencies. Ray also counsels employers on various labor and employment issues—including complying with federal and state laws. Ray is experienced in representing employers in class actions and single-plaintiff matters. Ray also has extensive experience defending California employers against suits under the Private Attorneys General Act (“PAGA”).

Articles

Labor & Employment Law Blog Posts

- "Supreme Court Confirms Title VII's Standard Is the Same for Majority and Minority-Group Plaintiffs," June 9, 2025
- "California Courts Greatly Expand Scope of 'Ending Forced Arbitration of Sexual Harassment Act,'" October 17, 2024
- "California Supreme Court Confirms the 'Knowing and Intentional' Standard of California's Wage Statement Law Requires a 'Knowing and Intentional' Violation," May 21, 2024
- "Ninth Circuit Court of Appeals Provides Critical Guidance on Events Triggering Waiting Time Penalties," November 17, 2023
- "Supreme Court Eases the Ability for Employers to Appeal Denials of Motions to Compel Arbitration in Federal Court," July 5, 2023
- "California Supreme Court Adopts Broader Definition of "Disclosure" Under State Whistleblower Law," June 7, 2023
- "California Court of Appeal Limits the Permissibility of Time Rounding," November 29, 2022
- "California Supreme Court Holds Meal Period Premiums Are "Wages" and May Trigger Wage Statement and Waiting Time Penalties," May 25, 2022
- "Supreme Court Grants Review in Important Arbitration Case Regarding PAGA," December 15, 2021
- "California Court of Appeal Provides Guidance, and Creates a Split, on Critical PAGA Issues," December 9, 2021

Practices

Labor and Employment

Labor and Employment Counseling

Education

J.D., University of Southern California, 2015, Senior Editor, *Southern California Review of Law and Social Justice*

B.A., University of California, Santa Barbara, 2012

Clerkships

Judicial Law Clerk, United States District Court for the Central District of California.

Admissions

California