



## → Samantha D. Hardy

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Samantha D. Hardy is a partner in the Labor and Employment Practice Group in the firm's San Diego Office. She leads the firm's Retail, Fashion & Beauty Team, and is active on the Food and Beverage team.

### Areas of Practice

Samantha practices labor and employment law, with a focus on defense of employers in all types of labor and employment matters, as well as on proactively advising employers to avoid litigation. Samantha has handled single plaintiff discrimination, retaliation, harassment, failure to accommodate, wrongful termination, and defamation cases, as well as other statutory, contract and tort-related claims, and has developed an expertise in California and national wage and hour issues. She has a significant amount of experience representing employers in class actions, both within California and nationwide, as well as representing employers before administrative agencies. Samantha regularly advises management on wage-and-hour issues, leave laws, workplace violence prevention, the disability accommodation process, and the discipline and termination processes. She also regularly reviews and prepares handbooks and other employment-related documents, as well as conducting large-scale audits to identify potential violations. Samantha has been active in influencing legislative changes of interest to her clients both inside and outside California.

### Honors

Women of Influence in Law, San Diego Business Journal, 2022

San Diego Super Lawyer, 2015-2018

Legal 500 US, Employment Law Counseling, 2007

### Articles

- Everything You Wanted to Know About Wage and Hour Class Action Lawsuits But Were Afraid to Ask
- Regular Rate of Pay: Avoiding Common Mistakes in Calculating Overtime Pay in California
- Federal Computer Employee Exemption: Are You in Compliance?

#### Retail Law: Retail Trend Spotter

- "The Push for Pay Transparency: New Laws in 2023," February 13, 2023
- "Non-Compete No More? FTC Proposes Broad Ban of Non-Compete Agreements," February 10, 2023

- "Reminder to Employers with California Warehouse Employees," January 31, 2022

## Speaking Engagements

Ms. Hardy speaks frequently to various employers' groups on a variety of issues and is a frequent presenter of the firm's Breakfast With Your Labor Lawyer seminars.

Speaker, "Now You See It, Now You Don't - Keeping Up with California's Ever-Changing Wage and Hour Laws," National Retail Federation HR and Employment Law Fall Meeting, New York, October 22, 2018

Co-presenter, "The Impact of Recent Marijuana Laws on the Workplace: A "Joint" Presentation," 2013 Committee on Employment Law Spring Conference, Longboat Key, Florida, April 2013

## Events

NRF Retail Law Summit 2025

Retail employer essentials: Unpacking the latest legal shifts  
Virtual, March 4-6, 2025

California Labor & Employment Law Update and Happy Hour  
San Francisco, San Diego, Los Angeles & Orange County  
October 01/08/09/16, 2024

Labor & Employment Law Update and Happy Hour – San Diego  
Fall 2023  
Hyatt Regency La Jolla At Aventine, 10.19.2023

NRF 2023 Employment Law and Benefits Committee  
Gaylord Texan Resort: Grapevine Texas, June 6-7, 2023

Labor & Employment Law Update and Happy Hour - San Diego  
Fall 2022  
Hyatt Regency La Jolla, 10.19.2022

National Retail Federation Retail Law Summit  
"Hot topics" in wage and hour law with Andy Medlin from Hot Topic and Samantha Hardy from Sheppard Mullin  
Webinar, 02.17.2022

Labor & Employment Update – What Retailers Need to Know  
Webinar, 01.28.2021

Business as Usual? COVID-19 and the Return to Work  
Webinar, 07.28.2020

Webinar With Your Labor Lawyer - San Diego  
Spring 2020 Seminar Series  
Webinar, 04.30.2020

Navigating Complex Legal Issues Resulting From COVID-19: What Retailers Need to Know  
Webinar, 03.18.2020

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2019  
Hyatt Regency La Jolla, 10.17.2019

Retail's Top 5 Legal Trends & Issues Webinar  
05.09.2019

Breakfast With Your Labor Lawyer - San Diego  
Spring 2019 Seminar Series  
04.30.2019

National Retail Federation HR and Employment Law Fall Meeting  
October 21-23, 2018

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2018 Seminar Series  
10.11.2018

Breakfast With Your Labor Lawyer - San Diego  
Spring 2018 Seminar Series  
04.04.2018

ACC San Diego Chapter MARCH MCLE: San Diego Employer Watch-List for 2017  
03.23.2017

Labor & Employment Law Update & Happy Hour - San Diego  
Fall 2015 Seminar Series  
10.22.2015

Breakfast With Your Labor Lawyer - San Diego  
Spring 2015 Seminar Series  
05.14.2015

Labor & Employment Legal Update & Happy Hour  
Fall 2014 Seminar Series - San Diego  
10.28.2014

WORKPLACE 2015  
Prepare Today for Tomorrow's Emergencies  
Crowne Plaza Hotel, San Diego, 10.22.2014

Breakfast With Your Labor Lawyer - San Diego  
Spring 2014 Seminar Series  
04.03.2014

ACI's 19th National Forum on Wage & Hour Claims and Class Actions  
Omni San Francisco Hotel, Fall 2013

Labor and Employment Law Update and Happy Hour - San Diego  
Fall 2013 Seminar Series  
Hyatt Regency La Jolla, 09.17.2013

Breakfast With Your Labor Lawyer - San Diego  
Spring 2013 Seminar Series  
Hyatt Regency La Jolla, 05.01.2013

Labor and Employment Law Update & Happy Hour Fall 2012 - La Jolla  
Hyatt Regency La Jolla, 09.19.2012

Labor and Employment Law Update & Happy Hour Spring 2012 - San Diego  
Hyatt Regency La Jolla, 04.26.2012

Social Media: How to Minimize Legal Risks and Maximize Commercial Success  
Sheppard Mullin Century City, 10.19.2011

Breakfast With Your Labor Lawyer - San Diego  
Labor & Employment Law Update Fall 2011  
Hyatt Regency La Jolla, 09.14.2011

Labor & Employment Law Update & Happy Hour - San Diego  
Hyatt Regency La Jolla, 03.24.2011

Labor & Employment Law Update & Happy Hour - San Diego  
Our New, Improved, and FREE Breakfast With Your Labor Lawyer (in the Evening!)  
Hyatt Regency La Jolla - San Diego, 09.16.2010

Labor and Employment Law: Mid-Year Update 2009 - San Diego  
Breakfast With Your Labor Lawyer  
San Diego Marriott Mission Valley, 09.17.2009

ACC San Diego Chapter JULY MCLE: Employment Law Trends and Predictions  
Sheppard Mullin's Downtown San Diego Office, 07.23.2009

New Labor & Employment Laws for 2009 - San Diego  
Breakfast With Your Labor Lawyer  
San Diego Marriott Mission Valley, 02.19.2009

Labor and Employment Law: Mid-Year Update 2008 - La Jolla  
Breakfast With Your Labor Lawyer  
Hyatt Regency La Jolla, 10.08.2008

Breakfast With Your Labor Lawyer - San Diego  
San Diego Marriott Mission Valley, 02.20.2008

## Memberships

Member, Federal Bar Association

Member, American Bar Association

Member, San Diego County Bar Association

Member, Wage and Hour Subcommittee, National Retail Federation

Pro Bono General Counsel, San Diego LGBT Community Center

## Podcasts & Webinars

Labor & Employment Update – What Retailers Need to Know  
01.28.2021

Business as Usual? COVID 19 and the Return to Work  
07.28.2020

## Practices

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Handbooks and Personnel Policies

Employment Agreements

Unfair Competition and Trade Secrets

Workplace Violence

Wage and Hour Class Actions

Wage and Hour Regulations

Discrimination, Harassment, and Retaliation

Employee Hiring/Discipline/Termination

Employee Privacy and Defamation

Harassment Investigation and Training

High-Technology Employment

Supply Chain Management

Wrongful Termination

## Industries

Aerospace, Defense & Government Services

Financial Services

Food and Beverage

Hospitality

Mortgage Banking

Retail, Fashion & Beauty

Self-Storage

Transportation

Trucking and Logistics

## Education

J.D., University of Chicago, 1998, *with honors*

B.A., Columbia University, 1995

## Admissions

California

U.S. District Courts for the Southern, Central, Eastern and Northern Districts of California