

## Emily A. Mertes

Associate

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### Focus Areas

Wage and Hour  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Background Checks  
Policies, Procedures and Handbooks  
Healthcare

### Overview

Emily A. Mertes represents clients in both single plaintiff and class action matters, where she has experience handling all phases of litigation. Emily has represented clients in a variety of industries, from small businesses to Fortune 500 companies.

Emily is experienced in employment discrimination and wrongful termination litigation, and represents clients before various state and federal courts and administrative agencies. Emily also defends employers in Private Attorneys General Act (PAGA) and wage and hour class actions, in both state and federal court, in cases involving misclassification, background checks, meal and rest breaks, off-the-clock work, rounding of time, and other wage and hour issues.

Prior to joining Littler, Emily achieved excellent results for her clients including summary judgment, dismissal of a franchisor in a wage and hour action, and successfully compelling employment disputes to arbitration. Her background also comprises working with management to develop compliant practices and policies, including providing on-site training to management regarding various wage and hour issues.

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Bar Association of San Francisco

## Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2023-2025
- Recipient, Cali Excellence for the Future Award – Criminal Law, *University of California, Hastings College of the Law*

## Education

J.D., University of California College of the Law, San Francisco (formerly Hastings), 2013

B.A., University of California, Los Angeles, 2010, *cum laude*

## Bar Admissions

California

## Courts

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Southern District of California

## Publications & Press

**'New PAGA' brings guarded optimism to California employers**

*Westlaw Today*

July 19, 2024

**"New PAGA" Brings Guarded Optimism to California Employers**

*Littler Insight*

July 3, 2024

**Labor and Employment Issues Facing the Healthcare Industry**

*Littler Report*

July 11, 2019

## Speaking Engagements

**Working from Home: The Impact of COVID-19 on California's Expense Reimbursement Laws**

October 21, 2021