

# Veronica M. Gray

Partner | Orange County

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Veronica Gray is a prominent trial attorney in Orange County, California with more than four decades of experience litigating and negotiating employment issues for her clients. She represents employers throughout California, as well as meeting their out-of-state needs. In her years at the firm she has worked to successfully grow the practice and mentor her colleagues. What distinguishes Veronica is her strategic creative approach in addressing her clients' needs and resolutions that are smart and effective. Veronica has a track record of partnering with her clients to embrace their issues to ensure attainment of their goals and objectives. The very nature of her practice has an impact on the business world in that she counsels business executives in addressing their most valuable asset, the talented individuals who work at their companies.

Veronica provides counseling, advice, investigations, training, and litigation services to privately-held companies and public entities in a broad array of employment matters including defending wage and hour class actions and sole plaintiff wrongful terminations, discrimination, and harassment actions. Veronica also prosecutes and defends unfair competition and trade secret matters.

A high-performing, effective trainer and mentor, Veronica regularly presents on employment topics and industry trends impacting employers including prevention of sexual harassment and discrimination, elimination of unconscious bias, and defending/avoiding wage and hour class actions. Veronica has been recognized for her work by *Los Angeles Magazine* as a Southern California "Super Lawyer" in Employment & Labor and included in *OC Metro* magazine's annual list of "Top Attorneys" as one of the region's top-rated Employment lawyers. She is AV Preeminent® Peer Review Rated by Martindale-Hubbell.

During the span of Veronica's career, she has taken on a leadership role in many professional and philanthropic organizations on a local and international level with a focus on micro-enterprise and children's education. Ms. Gray is also a passionate photographer focusing on street photography and close-up images of indigenous people world-wide ([www.veronicagrayphotography.com](http://www.veronicagrayphotography.com)). Her work has been on display at the Chapman University School of Law, the Peter Blake Gallery, the Bowers Museum, Newport Beach Library and Laguna Beach City Hall in Orange County, in Orange Coast Magazine, and at the FotoCare Gallery and the Consulate General of the Republic of Poland in New York

## EXPERIENCE

- **City of Oakland.** Serves as outside employment law counsel to assist the City Attorney's Office with advising and counseling on a variety of issues including wage-and-hour, contracting-out, leave laws, disciplinary matters, and contract issues. She has represented the City in arbitrations and before the Public Employee's Relations

Board. Serving in this capacity since 2011, she has handled over 60 litigation matters, including lawsuits, arbitrations, grievances, and PERB hearings. She has handled a similar number of employment related tasks, including MOU interpretations and settlements.

- **City of Cupertino.** Serves as outside employment law counsel to assist the City Attorney's Office with advising and counseling on a variety of employment issues including wage-and-hour, contracting-out, leave laws, disciplinary matters, and contract issues.
- **Federal Deposit Insurance Corporation.** Handled multiple employment-related litigation matters and provided advice and counsel for the FDIC when it was the receiver for IndyMac Bank, including wage and hour class actions, discrimination/harassment matters, executive compensation and wrongful terminations. Veronica continues to provide employment related advice and counsel to the FDIC.
- Performs due diligence for out of state companies doing business in California to ensure compliance with California related employment laws.
- Successfully defended/settled actions for various alleged sole plaintiff and class action wage and hour violations.
- Successfully defended employers in actions for alleged wrongful termination of employment in violation of public policy, discrimination, and/or retaliation.
- Successfully defended employers in actions for sexual harassment.
- Successfully defended employers in actions for misclassification of employees.
- Successfully represented employers in Department of Labor Audits.
- Successfully represented clients in unfair competition and trade secret litigation.
- Successfully defended employers in data breach and website compliance matters.

## INSIGHTS

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### SPEAKING ENGAGEMENTS

Moderator, "COVID-19 & the Law: Voting Rights and Election Integrity at the Time of COVID-19," UCI Law Webinar, 06.04.2020

Speaker, "Assessing Issues Relating to Funding Sources, Cash Flow, Contract Review and Employment/Workplace," Nossaman and Green Hasson Janks Joint Webinar, 05.19.2020

Moderator, "The Continuing Conversation: Yesterday/Today/Tomorrow ," 30th Annual All Hands Meeting, Santa Clara, CA, 10.16.2018

Presenter, "A Focus on Key Employment Law Issues in 2018," California Ambulatory Surgery Association 2018 Annual Conference & Exhibits, Huntington Beach, CA, 09.05.2018

Presenter, "Sexual Harassment - The Continuing Conversation," California Special Districts Association General Manager Leadership Summit, Olympic Valley, CA, 06.25.2018

Presenter, "#MeToo/Time's UP/It's On Us!!!," State Association of County Retirement Systems 2018 Spring Conference, Anaheim, CA, 05.15.2018

Panelist, "Current Landscape: The Silence Breakers, Pay Equity & Creating Change," Women in Law & Leadership Summit – Silicon Valley, Palo Alto, CA, 04.19.2018

Presenter, "Rebooting...The [R]evolution of Sexual Harassment Prevention," Nossaman's Annual Employment Law Seminar, Los Angeles, Orange County, San Francisco & Sacramento, CA, Winter 2018

Moderator, "An Ounce of Prevention – Avoiding and Defeating Wage & Hour Class and PAGA Representative Actions," 29th Annual All Hands Meeting, Santa Clara, CA, 10.18.2017

Presenter, "Sexual Harassment Prevention Training," State Association of County Retirement Systems' Spring Conference 2017, Napa, CA, 05.18.2017

Presenter, "Eliminating Bias in the Legal Profession and Society," 28th Annual All Hands Meeting, Santa Clara, CA, 11.17.2016

Presenter, "COPE or BYOD for Enterprise Mobility? Evaluating the Legal and Practical Implications of Each Policy Type," BLR's Advanced Employment Issues Symposium, Las Vegas, NV, 11.10.2016

Presenter, "Electronic Monitoring and Privacy: The Latest Legal Concerns and Risks Concerning Devices and Data," 11th Annual California Employment Law Update, Costa Mesa, CA, 10.21.2016

Presenter, "The Staying Power of the Status Quo: The Challenge to Achieving Diversity in the Legal Profession," Nossaman LLP MCLE Program, 04.24.2015

Speaker, "2009 Employment Law Update," California Association of Physicians Groups' Human Resource Committee Meeting, Los Angeles, CA, 05.19.2009

## **PUBLICATIONS**

Author, "What the FFCRA, CARES Act, California's Shelter-in-Place Orders and Other Relief Measures Mean for California Employers [UPDATES]," *Nossaman eAlert*, 09.21.2021

Co-Author, "DFEH Issues Guidance on COVID-19 in the Workplace and Mandatory Vaccines: What California Employers Need to Know," *Nossaman eAlert*, 04.02.2021

Co-Author, "What You Need to Know About Cal/OSHA's New COVID-19 Prevention Standards," *Nossaman eAlert*, 01.08.2021

Co-Author, "Recent Coronavirus-Related Developments Affecting Employers," *Nossaman eAlert*, 05.04.2020

Co-Author, "Hold the Pickle—and the Meal Break: California Supreme Court Holds that Healthcare Workers May Voluntarily Waive Second Meal Period Even When Shifts Last More Than 12 Hours," *Nossaman eAlert*, 01.08.2019

Author, "On Your Mark, Get Set, Review! Roundup of 2019 California Sexual Harassment Prevention Related Legislation," *Nossaman eAlert*, 10.16.2018

Co-Author, "An Epic Win for Employers: SCOTUS Upholds the Enforceability of Class Action Waivers in Arbitration Agreements," *Nossaman eAlert*, 05.24.2018

Author, "California Supreme Court Turns Independent Contractor Law on its Head Making it as Easy as 'ABC'," *Nossaman eAlert*, 05.22.2018

Co-Author, "Helping Employers Wade Through the Weeds of California's Marijuana Legalization Law," *Nossaman eAlert*, 01.16.2018

Co-Author, "Is Your Company Website Sufficiently Accessible to the Disabled?," *Nossaman eAlert*, 01.04.2018

Co-Author, "Commit Now to a Sexual Harassment-Free Workplace," *Nossaman eAlert*, 11.16.2017

Co-Author, "Does California's State-Wide 'Ban-the-Box' Put Employers in a Box?," *Nossaman eAlert*, 11.08.2017

Co-Author, "New Law Prohibits Private & Public Employers in California from Seeking or Relying on Job Applicants' Salary Histories," *Nossaman eAlert*, 10.31.2017

Author, "Does/Should Your Company Have an Effective Arbitration Agreement?," *Nossaman eAlert*, 10.23.2017

Co-Author, "New California Regulations Further Limit Employers' Ability to Use Criminal History in Making Employment Decisions," *Nossaman eAlert*, 06.16.2017

Author, "Rest Assured – California Supreme Court Clarifies What 'One Day's Rest in Seven' Means," *Nossaman eAlert*, 06.01.2017

Co-Author, "Seventh Circuit Issues Landmark Decision Holding Title VII Prohibits Sexual Orientation Discrimination," *Nossaman eAlert*, 05.16.2017

Author, "Mealtime Waiver Decision is Good News for California Healthcare Employers Hungry for Clarity," *Nossaman eAlert*, 05.11.2017

Co-Author, "*Blair v. Dole Food Company* Provides Insight on Wage Statement Requirements," *Nossaman eAlert*, 04.18.2017

Co-Author, "Federal District Court Dismisses Website Accessibility Claims Because of Lack of Due Process," *Nossaman eAlert*, 04.05.2017

Author, "Are You in Position to Take Advantage of the New Federal Defend Trade Secrets Act?," *Nossaman eAlert*, 01.19.2017

Author, "California Supreme Court: California Prohibits On-Duty And On-Call Rest Periods," *Nossaman eAlert*, 01.05.2017

Author, "The DOL – At It Again," *Nossaman eAlert*, 05.17.2011

## HONORS & RECOGNITIONS

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Selected to the Southern California Super Lawyers List.

Selected as a "Top Attorney" for Employment by *OC Metro* magazine.

AV Preeminent® Peer Review Rated by Martindale-Hubbell.

## COMMUNITY & PROFESSIONAL

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### PROFESSIONAL ACTIVITIES (PAST & CURRENT)

Association of Workplace Investigators

Society for Human Resource Management (SHRM)

Professionals in Human Resources Association (PIHRA)

Member, Vistage International, Inc.

Board Member/Executive Committee of Girl Scouts of Orange County

California State Bar, Employment and Intellectual Property Law Sections

Board of Directors, Orange County Bar Association

Chair, Bench/Bar/Media Committee, Orange County Bar Association

Member, Gender Bias Committee, Orange County Bar Association

Long Range Planning Committee, Orange County Bar Association

President, Orange County Women Lawyer's Association

Chair, Public Affairs Committee, California State Bar

Board of Directors, California State Bar, Litigation Section

California Young Lawyers, Board of Directors, District 8

President, Inland Counties Women at Law

### COMMUNITY ACTIVITIES (PAST & CURRENT)

Advisory Board, The Fistula Foundation

Advisory Board, Integrity Wealth Management

Belizean Grove

Board of Directors, 211 Orange County

Board of Directors, Secretary, Orange County Museum of Art

Board of Directors, Council on Aging, Orange County

Board of Directors, Girl Scouts of Orange County

Board of Directors, International Forum of Corporate Directors

Board of Directors, Legal Aid Society of Orange County

Board of Trustees, Vice President of Corporate Development, South Coast Repertory

Board of Trustees, Laguna College of Art and Design

Board of Visitors, UCI Law School

Chair, Executive Women's Council, Center Club

Founder, Women's Forum

Home Aid  
United Way, Women's Philanthropy Fund/Chair of Women Starting A Business  
WilFund/Women of Vision/World Vision

## PRACTICES

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Employment  
Litigation  
Privacy, Cybersecurity & Data Protection

## EDUCATION

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Pepperdine University School of Law, J.D., 1976, *with honors*  
Syracuse University, M.A., 1973  
State University of New York, Buffalo, B.A., 1970, *magna cum laude*, Phi Beta Kappa

## ADMISSIONS

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California  
U.S. Court of Appeals, Ninth Circuit  
U.S. District Court, Central District of California  
U.S. District Court, Eastern District of California  
U.S. District Court, Northern District of California  
U.S. District Court, Southern District of California