



Emilie Woodhead

Of Counsel

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Emilie has nearly 20 years of experience in the full range of employment litigation and counseling. She concentrates her practice on wage and hour class action litigation, as well as advising employers in wage and hour compliance under California and federal law. Emilie also regularly handles matters involving claims of discrimination, wrongful termination, sexual harassment, and misappropriation of trade secrets.

Emilie has defended employers in over 50 wage and hour class/collective actions involving a variety of wage and hour issues and claims, such as: exempt employee misclassification, independent contractor misclassification, “off the clock”, meal and rest periods, reimbursement of business expenses, unpaid vacation, failure to provide suitable seating, failure to properly calculate the regular rate of pay, and PAGA. Emilie has defeated class certification of California claims and conditional certification in nationwide FLSA actions a number of times.

Emilie also handles all aspects of single-plaintiff litigation, including claims for discrimination, harassment, and wrongful termination. She has secured summary judgment in multiple cases.

Emilie also uses her deep experience and knowledge of employment laws to help employers comply with state and federal laws and regulations through counseling, developing and drafting employment policies, and preparing agreements.

Recent Experience

Secured Settlement in California Wage & Hour Class Action

Early Mediation Leads to Quick Settlement in Wage & Hour Class Action

Defeated Class Certification in Wage & Hour Case for MedTech Company

Prevailed on Demurrer and Opposition to Motion for Leave to Amend in Wage and Hour/PAGA Class Action

Negotiated Extremely Favorable Settlement and Indemnification in Wage and Hour Class Action

Achieved Significant Victory When Court Denied Rule 23 Motion to Certify a Class

Voluntary Dismissal of Class and Collective Action in Nationwide Age Discrimination Case

Used Plaintiff's Own Admissions in Deposition to Undercut Plaintiff's Claims in Wage & Hour Class/Collective Action

Advised Fortune 100 Manufacturing Company in Systemic Discrimination/Toxic Culture Investigation

Activities

- Board Member, Employment Authority Wage & Hour Editorial Advisory Board, Law360 (2023)
 - Member, Los Angeles Association of Business Trial Lawyers
 - Board Member of a nonprofit organization (RIE)
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Credentials

EDUCATION

Emilie received a J.D. in 2005 from the University of California at Los Angeles, where she was a member of the *Women's Law Journal* and a Moot Court Honors member. She received a B.A. in philosophy from the University of California at Berkeley in 2001.

ADMISSIONS

- California

Related Insights & News

CLIENT ALERT

California Tries Again: Group PAGA Claims Stay in Court Despite Arbitration Agreements

JULY 20, 2023

CLIENT ALERT

Ninth Circuit Decides Rate of Vacation Payout To Terminating Employees in California

MAY 15, 2023

RECOGNITIONS

Law360 Names Winston Attorneys to 2023 Editorial Advisory Boards

APRIL 10, 2023

RECOGNITIONS

Winston Wins 2022 Alice Paul Award for Dedication to Women's Rights Through Pro Bono Support

NOVEMBER 21, 2022

CLIENT ALERT

California High Court Shuts Down Meal Period Rounding

MARCH 3, 2021

CLIENT ALERT

California Enacts New Laws for 2021

JANUARY 15, 2021

CLIENT ALERT

May Employers Require COVID Vaccinations? The EEOC Speaks

DECEMBER 18, 2020

CLIENT ALERT

Department of Labor Issues New Joint Employer Rule

FEBRUARY 4, 2020

BLOG

Los Angeles Holiday Bazaar Supports Women-Owned Businesses

DECEMBER 17, 2019

CLIENT ALERT

California Governor Signs Series of Worker Protection Bills and Brings New Compliance Challenges to California Employers

OCTOBER 28, 2019

CLIENT ALERT

Department of Labor Raises FLSA Exemption Thresholds

SEPTEMBER 26, 2019

CLIENT ALERT

Capabilities

Labor & Employment

Litigation/Trials

Trade Secrets, Non Competes & Restrictive Covenants