



Melanie L. Ronen

Partner -- Chair, Employment

she/her/hers

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Chair of the firm's employment practice, Melanie Ronen works side by side with employers to provide practical, tailored solutions to the various issues that arise in the workplace. When unavoidable, Melanie defends employers in litigation involving all aspects of employment-related claims.

Melanie advises employers across a broad array of industries on all aspects of employment law, including hiring, promotion, discipline, termination, privacy, compensation and wage and hour issues, disability and protected leaves, retaliation and whistleblower issues, reductions-in-force, restrictive covenants and trade secrets, and workplace violence concerns and prevention, among numerous other employment-related issues. She proactively identifies potential risk and formulates strategies in line with clients' business objectives to reasonably mitigate conflict and avoid litigation where possible.

Melanie also assists with the drafting and review of employment manuals, policies and agreements, ensuring compliance with federal and state employment laws. She also assists clients with employment issues involved in mergers and acquisitions.

Melanie handles single-plaintiff employment disputes involving claims related to discrimination, harassment, retaliation, wrongful termination, breach of contract, defamation, trade secret, unfair competition, and wage and hour issues in state and federal courts, arbitration, and before administrative agencies. She also handles complex employment matters, including class and collective actions and California Private Attorneys General Act (PAGA) claims.

Melanie conducts workplace investigations regarding potential unlawful or unwanted conduct, including harassment, discrimination, retaliation, and workplace conflict or bullying.

Melanie is often contacted by media outlets such as *Law360*, *LAist* and *KNX*, among others, to speak on developing issues in employment law.

Featured Representative Matters

- Obtained full defense award on behalf of a broker-dealer in a 31-day arbitration involving claims of discrimination, harassment, retaliation, invasion of privacy, and defamation, among others, brought by an employee and former employee.

Services

- Employment
- Financial Services
- Financial Services Litigation & Enforcement
- Appellate
- Compliance Counseling
- Broker-Dealer
- Complex Commercial & Class Action Litigation
- Consumer Financial Services Litigation
- Litigation
- Trial Practice

Education

- University of San Diego School of Law (J.D.)
 - Order of Barristers
- Seattle University (B.A.)

Admissions

- California
- Washington

- Successfully obtained dismissal of class claims alleging wage and hour violations against a broker-dealer, compelled individual claims to arbitration before FINRA, and stayed related PAGA claims pending arbitration.
- Succeeded on a motion to dismiss and motion to strike class claims in a putative class action alleging age and gender discrimination brought by a former financial services employee against a national broker-dealer in the U.S. District Court for the Central District of California. The class claims were dismissed on the pleadings, thus avoiding class discovery and a class certification motion.
- Achieved a favorable settlement on behalf of Southwestern Industries, an industry leader in innovative products for machinist productivity, in a wage and hour class and PAGA action filed in Los Angeles Superior Court.
- Successfully achieved dismissal of associational disability discrimination claim against a financial institution in arbitration through summary judgment.
- Achieved a favorable result on behalf of Southwestern Industries in a disability discrimination, retaliation and California Family Rights Act interference case filed in Los Angeles Superior Court. Through demurrers, secured the dismissal of all causes of action except for one claim violating California sick leave law, which was ultimately favorably resolved.
- Preserved a win on a motion for summary judgment on appeal for a multinational financial services company. The action, filed in the U.S. District Court for the Eastern District of Washington, involved an alleged violation of the Washington State Consumer Protection Act. The U.S. Court of Appeals for the Ninth Circuit affirmed the lower court's decision.
- U.S. Supreme Court
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the Central District of California
- U.S. District Court for the Eastern District of California
- U.S. District Court for the Northern District of California
- U.S. District Court for the Southern District of California
- U.S. District Court for the Western District of Washington

Community Impact

Melanie serves as a member of the board of directors for the Mayor's Fund for Long Beach, a nonprofit serving the city of Long Beach and students in the Long Beach Unified School District.

Melanie was involved with the Long Beach Ronald McDonald House from 2014 through 2022, which provides support to children and families in need in Southern California. She served as secretary of its board of trustees from 2017-19 and was the board's vice president of administration from 2020-21.

Memberships

- Board of Directors, Mayor's Fund for Long Beach

Recognitions

- Legal Visionaries, *LA Times Studios* (2026)
- Women of Influence: Attorneys, *Los Angeles Business Journal* (2025-26)
- Leaders of Influence: Labor & Employment Attorneys, *Los Angeles Business Journal* (2024-25)