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Beth Kahn

PARTNER

Beth Kahn is a Partner in the firm's Labor & Employment Practice Group. She represents private and public employers in employment-related litigation including wage and hour issues, wrongful termination, retaliation, whistleblower, discrimination, harassment, ADA, negligent hiring/supervision, and violations of constitutional rights and civil rights. She defends employers in class actions, Private Attorneys General Act (PAGA) cases, and individual matters in federal and state courts, as well as before administrative agencies. As part of her practice, Ms. Kahn advises employers, their supervisors, and human resource professionals concerning employee issues including hirings, layoffs, wage and hour compliance, terminations, and other disciplinary actions. She drafts employee handbooks and other personnel policies and documents and conducts investigations, audits, and provides employer-required and managerial training.

In addition, Ms. Kahn has handled civil rights matters on behalf of public entities, law enforcement officers, and social workers. She was lead counsel in two landmark decisions, *Alicia T. v. County of Los Angeles* (1990) 222 Cal.App.3d 869, 271 Cal.Rptr. 513 (absolute immunity under Title 42 U.S.C. § 1983 for county social workers in connection with their investigation of child abuse and instigation of dependency proceedings) and *Elene H. v. County of Los Angeles* (1990) 220 Cal.App.3d 1445, 269 Cal.Rptr. 783 (Court of Appeal affirms summary judgment for sheriff's deputies in child abuse case brought by parents to whom a child was subsequently returned).

Ms. Kahn held leadership positions at her prior firms including Practice Group Leader for Employment Law, Co-Business Unit Leader for Labor and Employment, Practice Group Leader for Civil Rights and Governmental Liability and Executive Committee member. Ms. Kahn frequently speaks at seminars on employment law topics and regularly writes for employment publications.

Presentations

- Presenter, "California Labor & Employment Law Update 2021," Clark Hill Seminar, February 22, 2021
- Presenter, "2020 California Employment Law Update," Clark Hill Seminar, January 15, 2020
- Presenter, "2019 California Employment Law Update," Clark Hill Seminar, January 15, 2019
- Presenter, "2018 California Employment Law Update," Clark Hill Seminar, January 16, 2018
- Presenter, "California Employment Law: Updates & Changes for 2017," MPP Seminar, February 7, 2017
- Presenter, "California Employment Law: Updates & Changes for 2016," MPP Seminar, January 26, 2016
- Presenter, "California Employment Law: Updates & Changes for 2015," MPP Seminar, January 28, 2015
- Presenter, "California Employment Law: Updates & Changes for 2014," MPP Seminar, February 4, 2014

- Presenter, “California Employment Law: Updates & Changes for 2013,” MPP Seminar, February 20, 2013
- “Sexual Misconduct & Harassment: Preventing & Mitigating Legal Issues,” conference for educational institutions co-sponsored by WRM America and Morris Polich & Purdy LLP, San Francisco, April 24, 2012 (This conference was covered by the San Francisco Chronicle on April 26, 2012 and by the Daily Journal on April 27, 2012)
- “California & Nevada Employment Law: Updates & Changes for 2012,” Western Regional Canon Law Convention and Eighth Annual Archdiocese of Los Angeles Spirit and Law Convention, March 4, 2012
- “Sexual Harassment & Sexual Assault: Legal Perspective – Civil,” Sexual Harassment & Sexual Assault in Educational Institutions conference co-sponsored by WRM America and Morris Polich & Purdy LLP, Loyola Marymount University, November 16, 2011
- Insurability Concerns in the EPLI Context – Punitive Damages, Intentional Acts and the Insurance Market’s Response to Coverage, ABA Section of Litigation Insurance Coverage Litigation Committee CLE Seminar, March 4, 2011
- Employment Practices Liability Coverage – Updates and Strategies in Addressing Employment-Based Claims, ABA Section of Litigation Insurance Coverage Committee CLE Seminar, March 5, 2010
- Be Proactive and Not Reactive in Protecting Your Legal Rights, California Association for Adult Day Services Winter Meeting, March 3, 2010
- The Insurer’s Duty to Advise the Insured of the Right to Select Independent Counsel, ABA Tort Trial & Insurance Practice Section CLE Seminar, February 26, 2010

Publications

- “CA Supreme Court slams door on wage claims against payroll companies,” Beth Kahn and Autumn Moore, California Employment Law Letter, Vol. 29, No. 8, February 25, 2019
- “Appeals court explains piece-rate pay for breaks, nonproductive time,” Beth Kahn and Autumn Moore, California Employment Law Letter, Vol. 29, No. 6, January 28, 2019
- Co-Author, “Extortion may be exception to at-will doctrine, California appeals court rules,” California Employment Law Letter, May 25, 2020
- Co-Author, “Employee alleging whistleblower retaliation defeats employer’s anti-SLAPP motion,” California Employment Law Letter, September 22, 2019
- Co-Author, “CA’s rule on violence against healthcare workers serves as model for federal law,” California Employment Law Letter, April 23, 2018
- Co-Author, “Public employees must exhaust administrative remedies before filing civil action,” California Employment Law Letter, March 12, 2018
- Co-Author, “So close, yet so far—can of worms opens over settled lawsuit,” California Employment Law Letter, November 20, 2017
- Co-Author, “CA court revives professor’s whistleblowing and due-process claims,” California Employment Law Letter, October 23, 2017
- Co-Author, “Statute of limitations runs from date of discharge, not notification,” California Employment Law Letter, September 25, 2017
- Co-Author, “Sex offense and background check rules change for schools,”

California Employment Law Letter, August 28, 2017

- Co-Author, “Never out of the woods: Barred claims can still show up in future lawsuits,” California Employment Law Letter, June 26, 2017
- Co-Author, “Small errors can lead to big employer payouts,” California Employment Law Letter, March 27, 2017
- Co-Author, “Vroom! Vroom! New driving laws you should know about,” California Employment Law Letter, February 27, 2017
- Co-Author, “2017 update: California Legislature enacts employment laws for private, public sector,” California Employment Law Letter, November 21, 2016
- Co-Author, “New round of legislation: Governor signs laws protecting workers’ rights,” California Employment Law Letter, October 24, 2016
- Co-Author, “Class dismissed! Arbitration agreement allows dismissal of class action,” California Employment Law Letter, September 19, 2016
- Co-Author, “For whom the statute equitably tolls: When is it too late for FEHA suit?” California Employment Law Letter, August 22, 2016
- Co-Author, “California court decision shows one-sidedness of recovering attorneys’ fees,” California Employment Law Letter, July 25, 2016
- Co-Author, “Court of appeal reminds CA employers to follow their own policies,” California Employment Law Letter, June 27, 2016
- Co-Author, “California Labor Code takes a backseat to federal law,” California Employment Law Letter, May 23, 2016
- Co-Author, “California Supreme Court enforces employment arbitration agreement,” California Employment Law Letter, April 25, 2016
- Co-Author, “Rules are rules—technicality saves two business owners from attorneys’ fees under PAGA,” California Employment Law Letter, March 28, 2016
- Co-Author, “California court rejects employee’s pregnancy discrimination lawsuit,” California Employment Law Letter, February 22, 2016
- Co-Author, “Is your employee social media policy enforceable?” California Employment Law Letter, January 25, 2016
- Co-Author, “Arbitration agreement may not be enforceable under federal, California law,” California Employment Law Letter, November 23, 2015
- Co-Author, “Court allows firing of police officer on relieved-of-duty status,” California Employment Law Letter, October 26, 2015
- Co-Author, “Court of appeal SLAPPs down professor’s discrimination lawsuit,” California Employment Law Letter, September 21, 2015
- Co-Author, “California Supreme Court says ‘yes’ to arbitration clause,” California Employment Law Letter, August 24, 2015
- Co-Author, “Wage-loss judgments—California court says tax ‘em,” California Employment Law Letter, July 27, 2015
- Author, “Recent disability creates question over reason for firing,” California Employment Law Letter, June 22, 2015
- “Required Employer Notice Under the Affordable Care Act (ACA),” Email Alert, September 10, 2013 Interviewed by Colleen Williams on NBC Nonstop News LA on the topic of sexual harassment and sexual assault in educational institutions, November 9, 2011

Admissions & Associations

State Bar of California

District of Columbia Bar

U.S. Court of Appeals, 9th Circuit

U.S. District Court, C.D. of California

U.S. District Court, E.D. of California

U.S. District Court, N.D. of California

U.S. District Court, S.D. of California

Los Angeles County Bar Association

Served as a faculty member for the Defense Research Institute