



## Carole M. Ross

Senior Attorney

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### PRACTICE AREAS

- Labor and Employment

### INDUSTRIES

- Education
- Tribal and Indian Law

## OVERVIEW

Carole M. Ross is a senior attorney in the Labor and Employment Practice Group and the Business Trials Practice Group in the firm's Del Mar Heights office.

### Areas of Practice

Ms. Ross has a well rounded employment practice that includes both counseling and litigation. She advises employers on a day-to-day basis on a variety of issues including human resource matters, personnel policies, wage and hour, and traditional labor law. She oversees and assists clients with investigations regarding claims of harassment, discrimination, and retaliation. Ms. Ross prepares employment policies, agreements and other employment-related documents for employers. By assisting clients with issues before litigation arises, Ms. Ross works with employers to try to prevent litigation.

Ms. Ross has extensive experience representing companies against administrative charges filed by employees with government agencies. She has represented companies with respect to harassment, discrimination, and retaliation claims filed with the federal Equal Employment Opportunity Commission and the California Department of Fair Employment and Housing. Ms. Ross has also represented companies in connection with USERRA, OSHA and family medical leave claims filed with the Department of Labor. Ms. Ross has handled many wage claims before the Division of Labor Standards Enforcement and has represented clients in audits with the Department of Labor. Ms. Ross has also represented employers in traditional labor law matters before the National Labor Relations Board.

Ms. Ross defends employers in civil actions involving all types of employment-related claims including wrongful termination, discrimination, harassment, unfair competition and wage and hour issues. She has experience in law and motion practice, deposition, trial and arbitration. Ms. Ross represents employers in both single plaintiff cases as well as class actions. Ms. Ross is a frequent speaker on labor and employment issues. She provides training including sexual harassment training and supervisor training.

Ms. Ross also handles general business litigation. She has experience representing companies in general litigation matters including unfair competition, trade secrets, and breach of contract. In addition, Ms. Ross has represented Indian tribes and allottees with respect to a variety of Indian law issues including water rights, taxation and general employment advice.

Ms. Ross is a reporter for Bender's California Labor & Employment Bulletin. Ms. Ross

previously served as the Chair of the Labor and Employment Section of the San Diego County Bar Association. She also served on the board of directors for San Diego Citizens Against Law Suit Abuse (CALA). Ms. Ross served as an editor for the C.E.B. Action Guide, "Handling A Wrongful Termination Action."

**EDUCATION**

- J.D., University of California, Los Angeles, 1992
- B.A., University of California, Santa Barbara, 1989

**ADMISSIONS**

- California
- U.S. District Courts for the Eastern, Central, Southern, and Northern Districts of California
- Ninth Circuit Court of Appeal

**MEMBERSHIPS**

- Member, San Diego County Bar Association, Labor and Employment Section
- Member, State Bar, Labor and Employment Section

**ARTICLES****Labor & Employment Law Blog Articles**

- "A Company's Shifting Reasons For An Employment Decision Can Hurt The Company's Defense", February 8, 2010
- "Employment Agreement Shortening Statute of Limitation Is Invalid", February 3, 2010
- "DLSE Issues Opinion Permitting Employer Deductions of Vacation and/or Sick Leave for Absences of Less Than Four Hours", December 1, 2009

**SPEECHES**

- Common Wage and Hour Mistakes
- Common Labor and Employment Mistakes
- Sexual Harassment Training
- Application Guidelines and Interview Basics
- Drug Testing
- Employee Handbooks
- Leaves of Absence
- Employment Law Update

**EVENTS**

- Breakfast With Your Labor Lawyer - San Diego
- Labor & Employment Law Update & Happy Hour - San Diego