



## Marlene M. Nicolas

Associate

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### PRACTICE AREAS

- Labor and Employment

### OVERVIEW

Marlene Nicolas is an associate in the Labor and Employment Group in the firm's Los Angeles Office.

### Areas of Practice

Ms. Nicolas defends employers in all aspects of labor and employment disputes, including allegations of race, age, sex, disability discrimination, wrongful termination in violation of public policy, sexual harassment, breach of contract, and wage and hour violations. She has specific experience under the California Fair Employment and Housing Act, California's Wage and Hour Laws; the Fair Labor Standards Act; the Americans with Disabilities Act, California's Family Rights Act and the Family and Medical Leave Act, the California and federal WARN acts, as well as other labor and employment laws.

Ms. Nicolas regularly counsels employers regarding a wide variety of employment related matters, including the creation and implementation of employee handbooks and personnel policies, as well as discipline matters, up to and including personally assisting employers in proper termination procedures.

### EDUCATION

- J.D., Southwestern University, 2006, Moot Court Board Member, Judges Committee Chair 2005-2006
- B.A., Boston University, 2001, *cum laude, with honors, Phi Beta Kappa*

### ADMISSIONS

- California
- U.S. District Court, Central District

### LANGUAGES

- Spanish

### HONORS

- Southwestern University School of Law Moot Court Finalist Oralist, 2004
- Southwestern University School of Law Moot Court Finalist Writer, 2004

### ARTICLES

**Labor & Employment Law Blog Articles**

- "California Court Of Appeal Finds Class Action Waiver To Be Unconscionable", March 24, 2009
- "Employee Free Choice Act of 2009: A Radical Departure From Fundamental Labor Policy", March 12, 2009
- "The Genetic Information Nondiscrimination Act of 2008: Civil Rights or Science Fiction?", May 22, 2008
- "Termination of Employee Who Made a Threat in the Workplace Called into Question Where Employer's Reaction Suggested that Statements Were Not Actually Perceived as a Threat", May 7, 2007