



→ Ashley T. Hirano

Associate

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Ashley Hirano is a senior associate in the Labor and Employment Practice Group in the firm's San Diego office.

Areas of Practice

Ashley provides strategic advice and counsel to employers and human resources professionals in a wide range of employment matters, including wage and hour, discipline and termination, reductions-in-force and related WARN and disparate impact analyses, and executive compensation. She prepares or provides in-depth reviews of workplace policies, handbooks and guidelines and conducts compliance audits in areas including state and federal wage and hour law, pay practices and employment procedures. Ashley also conducts extensive employee and management training, including mandatory anti-harassment training, as well as best practice wage and hour compliance training.

Ashley has extensive experience representing clients in everything from large-scale wage and hour class actions to single plaintiff lawsuits involving claims of employment discrimination, harassment and retaliation. She has successfully defended employers in both state and federal courts, as well as arbitrations and administrative hearings. Additionally, Ashley assists clients in prevailing wage and OSHA matters, as well as traditional labor defense.

Honors

Ones to Watch – Labor and Employment, *Best Lawyers*, 2021

San Diego Rising Star, *Super Lawyers*, 2015-2019

Articles

Labor and Employment Law Blog Posts

- "OSHA Adopts New COVID-19 National Emphasis Program to Increase Its Enforcement Efforts," March 22, 2021
- "Cal/OSHA Provides New Guidance for California Employers to Comply With COVID-19 Emergency Temporary Standards," January 19, 2021
- "What the Expiration of COVID-19 Paid Leave Laws Means for California Employers," January 5, 2021
- "DOL Issues Guidance on FFCRA and Summer School/Camp Closures," June 29, 2020
- "California Counties Mandate Face Coverings & Stricter Requirements for Businesses," April 9, 2020

- "Save Local Business Act Introduced in the House," September 19, 2017
- "Comp Time for the Private Sector: House Passes 'The Working Families Flexibility Act'," May 4, 2017, also published in *JD Supra*
- "California Employers – New Year, New Rules in 2017," December 23, 2016
- "The EEOC Issues Updated Guidance on Employer Use of Arrest and Conviction Records," May 4, 2012
- "Unlicensed Accountants Are Not Categorically Excluded From Potential Exempt Status," June 16, 2011
- "Updates to Workers' Compensation Posting Requirements," September 8, 2010
- "California Court of Appeal Extends Wrongful Termination Cause of Action," August 5, 2010
- "New NLRA Posting Requirements," June 18, 2010
- "Ninth Circuit Extends Rehabilitation Act to Independent Contractors," November 20, 2009
- "H1N1 Virus and the Workplace: Will this Year's Flu Cause a Headache for Employers Too?" October 2, 2009

Government Contracts Law Blog Posts

- "New Employee Notification Requirements For Federal Contractors And Subcontractors," July 12, 2010

Real Estate, Land Use and Environmental Law Blog Posts

- "City's "Business As Usual" Threshold OK For Evaluating Greenhouse Gas Emissions Under CEQA," July 14, 2011

Events

California Labor & Employment Law Update
Webinar, 04.21.2021

Business as Usual? COVID-19 and the Return to Work
Webinar, 07.28.2020

Webinar With Your Labor Lawyer - San Diego
Spring 2020 Seminar Series
Webinar, 04.30.2020

Coronavirus & The Workplace: What Every Employer Needs to Know
Webinar, 03.23.2020

Labor & Employment Law Update & Happy Hour - San Diego
Fall 2017 Seminar Series
11.02.2017

Workplace 2018
Connect: Communicate, Educate, Participate
10.18.2017

Breakfast With Your Labor Lawyer - San Diego
Spring 2016 Seminar Series
04.21.2016

Memberships

San Diego County Bar Association
Federal Bar Association

Podcasts & Webinars

Business as Usual? COVID 19 and the Return to Work
07.28.2020

Practices

Labor and Employment
Labor and Employment Counseling
Employee Hiring/Discipline/Termination
Employment Agreements
Handbooks and Personnel Policies
Harassment Investigation and Training
Health and Safety Regulations/OSHA
Unfair Competition and Trade Secrets
Wage and Hour Regulations
Workplace Violence
Labor and Employment Litigation
Discrimination, Harassment, and Retaliation
Public Works and Prevailing Wage Law
Wage and Hour Class Actions
Wrongful Termination
Labor Union Management Relations
Japan

Industries

Construction

Fashion, Apparel and Beauty

Financial Services

Food and Beverage

Healthcare

Hospitality

Mortgage Banking

Retail

Transportation

Trucking and Logistics

Education

J.D., University of San Diego, 2009, *Order of the Coif*; *cum laude*; Associate Editor of *San Diego Law Review*; Dean's scholarship recipient; Semi-Finalist – McLennon Senior Honors Moot Court Competition; CALI Award for Excellence – Constitutional Law

B.A., Claremont McKenna College, 2006, *cum laude*, *with honors*, *Dean's list*

Clerkships

Clerk in the United States Attorney's Office – Southern District of California, Civil Division

Admissions

California

Ninth Circuit Court of Appeals

United States District Court - Central District of California

United States District Court - Southern District of California

United States District Court - Northern District of California

United States District Court - Eastern District of California