



## → Anna M. Stancu

### Attorney

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Anna Stancu is an attorney in the Labor and Employment Practice Group in the firm's Los Angeles office.

### Areas of Practice

Anna specializes in counseling and representing her clients in all aspects of federal and state employment law. Having served in-house for a California-based employer, Anna knows the importance of preventing employment claims before they arise. She takes a proactive approach, serving as a trusted, accessible advisor to her clients and providing practical, timely solutions on all manner of employment issues, including discipline and terminations, hiring practices, leaves of absence, the interactive process, reasonable accommodations, overtime exemption classifications, independent contractor classifications, personnel policies, internal investigations, restrictive covenants, COVID-related legal issues, privacy, and wage-and-hour compliance. Anna also conducts engaging and effective workplace trainings on compliance with the Fair Employment and Housing Act, the Americans with Disabilities Act, Title VII, and other anti-discrimination/harassment/retaliation laws. Anna has adeptly represented her clients through administrative proceedings and internal investigations. Anna's varied litigation practice encompasses employment-related single-plaintiff, class, and representative actions, as well as unfair competition, tort, and trade secret claims.

Anna started her legal career at Sheppard Mullin, where she served as both first and second chair at trial and arbitration, each resulting in complete defense verdicts for her clients. Thereafter, Anna served as in-house counsel for Animal Legal Defense Fund, a national legal advocacy organization dedicated to advancing the rights of animals through the legal system. At ALDF, Anna handled a variety of legal matters, spanning such areas as employment, intellectual property, privacy/data security, contracts, lobbying, ethics, corporate governance, immigration, and tax law.

Throughout her career, Anna has made pro bono work a significant focus of her practice. She zealously advocates for her pro bono clients, which include civil rights-focused nonprofit organizations and asylum-seekers.

## Articles

### Labor & Employment Law Blog Posts

- "Judges and Legislators in Chicago and California Seek to Expand Protections for Hotel Workers," November 21, 2017
- "Congress Considers National Right-To-Work Bill: Beginning of the End for Unions?," February 8, 2017

- "San Francisco Becomes First U.S. City To Require Employer-Funded Paid Parental Leave," April 21, 2016
- "California Court of Appeal Refuses to Enforce Forum Selection Clause Because Employer Would Not Stipulate to Apply California Law and Did Not Show that the Foreign State's Legal Protections Were Equal to California's," June 16, 2015
- "California Supreme Court Limits Application of Commissioned Employee Exemption," July 16, 2014
- "Court of Appeal Affirms Summary Judgment in Favor of Farmers Insurance on Independent Contract Issue," July 13, 2013, also published in *FC&S Legal*

## Media Mentions

Why Trump's Romance With Big Labor Is Headed for the Rocks  
*The Fiscal Times*, 02.09.2017

## Practices

Labor and Employment

Labor and Employment Counseling

Employee Hiring/Discipline/Termination

Harassment Investigation and Training

Wage and Hour Regulations

Affirmative Action

Employment Agreements

Handbooks and Personnel Policies

Health and Safety Regulations/OSHA

High-Technology Employment

Unfair Competition and Trade Secrets

Workplace Violence

Labor and Employment Litigation

Wage and Hour Class Actions

Discrimination, Harassment, and Retaliation

Employee Privacy and Defamation

Wrongful Termination

Litigation

## Education

J.D., Harvard Law School, 2012

B.A., History, University of California, Berkeley, 2009, *high honors*

B.S., Business Administration, University of California, Berkeley, 2009

## Admissions

California

U.S. District Court for the Central 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 Eastern District of California

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the District of Arizona