



Miranda A. Mossavar

Shareholder

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Focus Areas

Wage and Hour
Class Actions
Home Health and Home Care

Overview

Miranda A. Mossavar serves as lead associate in all aspects of wage and hour class actions (70% of practice) including fact investigation, electronic and other data collection, case evaluation and strategy, damages assessment, oversight of blitz interviews, and management of all aspects of discovery.

Her wage and hour experience includes California Equal Pay Act cases, PAGA actions, regular rate claims, pay per visit, meal and rest break claims, donning and doffing, independent contractor cases, and misclassification cases.

In her practice, she will regularly:

- Independently handle defense of single plaintiff litigation involving disability, sex, and national origin discrimination, retaliation, including drafting and taking plaintiff and expert depositions and preparing company witnesses for and defending their depositions
- Independently draft position statements and represent employers in state audits, DLSE mediations and hearings, EEOC investigations, and prevailing wage disputes before the DIR
- Investigate and evaluate administrative agency charges, advise clients regarding potential exposure, prepare witnesses for hearings, conduct direct and cross examination of witnesses, present arguments, and negotiate and draft settlement agreements
- Counsel employers on a broad range of issues including exempt classification of employees, pay per visit models, meal and rest break requirements, reimbursements, performance improvement processes and terminations

- Advise on and draft employment-related documentation and policies including, offer letters, settlement agreements, and employment handbooks
- Present training to supervisors on the prevention of discrimination, harassment, and retaliation as well as compliance with California wage and hour law

Miranda works with clients across a variety of industries including, but not limited to, healthcare, start-ups, staffing, retail, manufacturing, and transportation.

During law school, Miranda served as a judicial extern to the Hon. Gary A. Feess of the United States District Court for the Central District of California. She also served as an editor of the *Loyola of Los Angeles Law Review*.

Professional and Community Affiliations

- Member, American Bar Association

Recognition

- Named, Rising Star, *Super Lawyers*, 2016-2020
- Named, Up and Coming 50 Women, Rising Stars Southern California, *Super Lawyers*, 2018-2020
- Named, Up and Coming 100, Rising Stars Southern California, *Super Lawyers*, 2020
- Recipient, First Honors Awards in California Civil Procedure II, *Campaign Finance Seminar and Negotiations*

Education

J.D., Loyola Law School, Los Angeles, 2011

B.A., University of California, Irvine, 2004

Bar Admissions

California

Courts

U.S. District Court, Central District of California

Publications & Press

The Transformation of the Workplace Through Robotics, Artificial Intelligence, and Automation

Littler Report

August 4, 2016

Speaking Engagements

PAGA: Practical Tips for Dealing with California's Insane Law

California HR 20 Conference

October 27-29, 2020

2020 CAHSAH Legal Update

Annual Conference and Expo

September 9-10, 2020

Employment Case Settlement Agreements: The Tail Wagging the Dog

OCBA Labor & Employment Law Section

November 11, 2019

AB 5 - Caregiving DRA Developments in Light of the Passage of AB 5

Webinar

October 30-31, 2019

California Toolkit Resources and Hot Topics

Webinar

March 25, 2019

California Meal and Rest Break Compliance: What to Know and How to Comply

Webinar

January 10, 2019

Conducting Effective Workplace Investigations

West Los Angeles Employer Advisory Council in Partnership with the Employment Development Department, Los Angeles, CA

June 28, 2018

The Impact of the Recent Dynamex Ruling on Your DRA, Common Pitfalls, and Solutions

California Coalition of Domestic Registries, Martinez, CA

June 23-24, 2018

Books & Book Chapters

- *Five Transformational Impacts of Robotics on Human Resources, the Workplace, and the Law, Recursos Humanos Y Globalizacion: Desafios Para Las Multinacionales En El Proximo Quinquenio*, LA Ley Grupo Wolters Kluwer, chapter co-author Garry G. Mathiason, 2014