

Stephanie A. Kierig

Associate

501 West Broadway
Suite 900
San Diego, CA 92101
main: +1 (619) 232-0441
direct: (619) 515-1832
fax: +1 (619) 232-4302
skierig@littler.com



Focus Areas

Labor Management Relations
Class Action
Wage and Hour

Overview

Stephanie A. Kierig has over a decade of experience and has exclusively practiced labor and employment law in California. Stephanie's current practice includes a wide range of employment cases, including individual, class, and representative matters, as well as management-side traditional labor law. Her experience lends an informed perspective and understanding of the law that she uses to assist her clients in developing thoughtful and effective defense strategies.

Stephanie spent her first several years of practice at a local boutique labor firm, where she represented unions, public employee associations, and their members before state and federal courts, arbitrators, civil service commissions, the National Labor Relations Board (NLRB), the Public Employment Relations Board (PERB), and the Merit Systems Protection Board (MSPB). In that role, Stephanie also served as general counsel to a number of private and public sector unions and associations, in which she negotiated collective bargaining agreements and memoranda of understanding, provided guidance to clients on a variety of employment-related issues, conducted internal workplace investigations, and defended the organizations in state and federal courts and agencies, such as the California Civil Rights Department (CRD), the California Division of Labor Standards Enforcement (DLSE), and the U.S. Equal Employment Opportunity Commission (EEOC).

Prior to joining Littler, Stephanie worked at a national firm concentrating in employment law, where she expanded her scope of practice to include defense in single-plaintiff cases, wage and hour class actions, and PAGA representative actions.

Stephanie is no stranger to hard work, having worked full-time as a paralegal and law clerk while attending law school part-time in the evenings. This allowed her to gain practical, hands-on experience in hearings before administrative agencies and labor arbitrators, and exposed her to the practice of labor and employment law years before she even graduated from law school.

Stephanie is dedicated not only to the practice of law, but also to serving her community. She performs pro bono work as a court-appointed attorney for active duty service members and assists local animal rescues with general business matters.

Professional and Community Affiliations

- Member, Military Spouse J.D. Network
- Pro Bono Attorney, San Diego County Bar Association Servicemember Civil Relief Act (SCRA) Program
- Pro Bono Attorney, Chihuahua Rescue of San Diego County
- Pro Bono Attorney, Rancho Coastal Humane Society

Recognition

- Named, Rising Star, *Super Lawyers*, 2022, 2024-2025
- Recipient, CALI Excellence for the Future Awards, Adjudicatory Criminal Procedure (2016), Advanced Legal Research (2016), Advanced Civil Discovery Practice in California (2015), Death Penalty in the United States (2015), *Thomas Jefferson School of Law*

Education

J.D., Thomas Jefferson School of Law, 2016, *cum laude*

B.A., University of Oregon, 2010

Bar Admissions

California

Courts

U.S. District Court, Southern District of California

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

Speaking Engagements

Employment Law Update for California Small Businesses

North San Diego Business Chamber Small Business Forum

January 2025

Taking the High Road: Civility in the Legal Profession

Association of Corporate Counsel – San Diego Chapter

May 2024

Strategies for Promoting Gender and Pay Equality in the Workplace

Association of Corporate Counsel – San Diego Chapter

March 2023