Buchalter

Kalley R. Aman

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Areas of Practice & Industry Specialties
Labor & Employment; Litigation; Trade Secrets & Employee Mobility; Employee Benefits and Executive Compensation; Hospitality, Food and Beverage Industry Law

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Kalley R. Aman is a Shareholder in the Firm's Labor and Employment, Litigation Practice Group, and Hospitality, Restaurant, Food and Beverage Practice Group. Ms. Aman specializes in employment litigation and counseling, commercial litigation, and complex and class actions. She represents employers in litigation involving claims of employment discrimination, wrongful termination, sexual harassment, retaliation, wage and hour violations, unfair competition, defamation and misappropriation of trade secrets. Ms. Aman regularly counsels employers on wage and hour compliance, terminations, disciplinary matters, harassment and discrimination complaints, and compliance with federal, state and local laws and regulations.

Ms. Aman represents clients across a wide variety of industries, including mortgage lending and banking, national restaurant chains, retail, apparel, beauty, manufacturing, artificial turf and real estate. She practices in state and federal courts across the country, and before state and federal agencies, including the Equal Employment Opportunity Commission, the United States Department of Labor, the Department of Fair Employment & Housing, and the Division of Labor Standards Enforcement.

Ms. Aman was named a 2023 "Women of Influence: Attorneys" by the *Los Angeles Business Journal.* An honor she has received for the last three years. Previously, Ms. Aman was selected as a Southern California Super Lawyer Rising Star from 2006-2008 and 2010. She is the author of "No Remedy for Hostile Environment Sexual Harassment? Balancing a Plaintiff's Right to Relief Against Protection of Small Business Employers," *4 J. Small & Emerging Bus. L. 319* (2000), and a book review in *International Lawyer*.

Ms. Aman earned her J.D. at Lewis and Clark School of Law, where she was an editor of the *Journal of Small and Emerging Business Law*. She received her Bachelors of Science in Political Science and her Masters of Science in Political Theory and International Law from Portland State University.

Publications

- Large Employers in the City of Los Angeles Must Provide Supplemental Paid Sick Leave, Buchalter Client Alert COVID-19, April 16 2020, *Buchalter Client Alert COVID-19*, April 16, 2020
- Rules for Workplace Social Media Policies That Work, Los Angeles Lawyer, February 2016, *Los Angeles Lawyer*, February 2016
- Attention California Employers: New Employment Laws Affecting Your Business Take Effect on January 1, 2013, Buchalter Nemer Client Alert; California Apparel News, November 2012, *Buchalter Nemer Client Alert; California Apparel News*, November 2012

Presentations

- Speaker, "Employment Guidelines: Employees Exposed To A Contagious Disease or Illness," Hospitality Lawyers Conference, April 24, 2017

- Speaker, "Individual Liability in Employment Law," 11th Annual HR in Hospitality Conference, March 28, 2017
- Speaker, "Individual Liability of Employment Lawsuits ," Cornell Institute for Hospitality Labor and Employment Relations Regional Roundtable, January 25, 2017
- Speaker, "Responding To An Employee's Social Media Comments About the Workplace: Avoiding Pitfalls and Implementing Best Practices," the Hospitality Law Conference in Houston, Texas, February 23, 2016
- Speaker, "Employees, Technology and Social Media: Minimizing Risk and Protecting the Company in a Rapidly Changing World," Professionals In Human Resources Association (PIHRA) Seminar, April 28, 2015

Bar Admissions

- California
- Oregon

Court Admissions

- U.S. District Court for the Central District of California
- U.S. District Court for the Southern District of California
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the District of Oregon