Buchalter

Li-An Leonard

San Diego, California
Special Counsel

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Areas of Practice & Industry Specialties
Labor & Employment; Commercial Lease Law; Trade Secrets & Employee Mobility; Sports Industry Law

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Li-An Leonard is a member of the Firm's Labor & Employment practice group in the San Diego office. Ms. Leonard counsels clients on a wide range of employment matters, from hiring employees to terminating the employment relationship. She assists clients in complying with California and federal wage and hour laws. She also guides clients through the maze of California and federal statutes and regulations which govern the various leaves employers are required to provide eligible employees.

Ms. Leonard regularly reviews and prepares offer letters, employee policies and handbooks, employment agreements, and severance and release agreements. She also prepares confidentiality and nondisclosure agreements to help clients protect their proprietary information.

Ms. Leonard has ample experience counseling clients on discrimination, harassment and retaliation claims. She assists with administrative proceedings before California and federal agencies on employment-related issues, which includes responding to charges or claims filed with such agencies. She also represents clients in the investigation and response to unfair labor practice claims filed with the National Labor Relations Board.

Ms. Leonard also assists clients in reviewing and negotiating commercial leases and related documents.

Highly regarded by her peers and contemporaries, Ms. Leonard has an AV Preeminent Peer Review Rating® by Martindale-Hubbell for Labor & Employment Law, and has been recognized as Martindale-Hubbell's Bar Register of Preeminent Women Lawyers (2011-2015). She has also been named a "San Diego Top Lawyer in Labor & Employment" from 2015-2021.

Publications

- California Employers Take Heed – Employees Will Have Rights Surrounding Their Personal Information, *Buchalter Client Alert*, September 6, 2022
- Buchalter COVID-19 Client Alert: The Comeback is Complete 2022 California Supplemental Paid Sick Leave, *Buchalter Client Alert*, February 18, 2022
- New Year . . . New Laws, *dmwplc.com*, January 2, 2014
- Brinker . . . Finally! (California Supreme Court clarifies meal period and rest break rights & obligations), *dmwplc.com*, October 14, 2012
- Willful Misclassification of Independent Contractors, *dmwplc.com*, February 2, 2012

Presentations

- Presenters, "2024 Labor and Employment Seminar," Buchalter's San Diego Office, October 17, 2024

- Presenter, "Libations with Your Lawyers, Employee or Independent Contractor – Do You Know Your ABCs?," July 17, 2018
- Presenter, "Libations with Your Lawyers, Bring Your Own Device (“BYOD”) to Work," July 11, 2017

Education
Ms. Leonard received her J.D. from the University of San Diego School of Law. She received her B.A. in Psychology from Point Loma College, *magna cum laude*.

Bar Admissions

- California

Community

- San Diego County Bar Association
- East County San Diego Bar Association
- Amor Ministries, Member of the Board of Directors