



ELISE O'BRIEN

Director

Agribusiness
Employment & Labor

Orange County

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ELISE O'BRIEN

Elise O'Brien is a director in our Irvine office who works in our Agribusiness and Employment Law Practice Groups. Elise has extensive experience representing employers in federal and state court litigation involving wrongful termination, discrimination, harassment, retaliation, and wage and hour claims. She has successfully represented management in various administrative forums, including the Division of Labor Standards and Enforcement, the Department of Fair Employment and Housing, the California Unemployment Insurance Appeals Board, the Equal Employment Opportunity Commission and the National Labor Relations Board.

Elise devotes a significant portion of her practice to advising employers on a broad spectrum of employment matters, including employee discipline, terminations, leaves of absence, and wage and hour issues. Elise regularly assists employers in drafting employment policies and handbooks to ensure compliance with California, Washington, and federal law.

In addition to her employment practice, Elise practices agricultural law and has over 15 years' experience enforcing trust rights of produce sellers under the Perishable Agricultural Commodities Act (PACA) in U.S. District and Bankruptcy Courts throughout the United States, including managing complex, multi-party PACA litigation. She also represents produce companies and individuals in administrative proceedings before the PACA Branch of the U.S. Department of Agriculture.

Outside of work, Elise enjoys traveling and spending time with her husband and two young children.

- Agribusiness
- Employment & Labor

EDUCATION

- J.D., *magna cum laude*, Chapman University School of Law
 - Notes Editor, Chapman Law Review
 - Dean's Fellow
- B.S., *magna cum laude*, Wright State University
 - Beta Gamma Sigma

AREAS OF PRACTICE

- Agribusiness

- Employment & Labor

ARTICLES AND PRESENTATIONS

- Co-Author, "SCOTUS Subtly Redefines the Landscape of Workplace Religious Accommodations," *HR Daily Advisor*, August 23, 2023
- Featuring, "Pay Transparency Backlash: the Harm of Reluctant Compliance," BioSpace, February 27, 2023
- Featuring, "How Small Firms Can Trim The Burden Of Administrative Work," Law360, November 23, 2022
- Interview, "Don't Be Afraid To Say 'YES' To Opportunities That Are Outside Of Your Comfort Zone," Fennemore Blog, October 21, 2022

PROFESSIONAL AND COMMUNITY ACTIVITIES

- Member, State Bar of California
- Member, State Bar of Washington
- Past Chair of the Agribusiness Committee, Business Law Section, California Lawyers Association
- Past Vice-Chair of Programs of the Agribusiness Committee, Business Law Section, California Lawyers Association
- Member, Orange County Bar Association
- Member, King County Bar Association

ADMISSIONS

- California
- Washington
- U.S. District Court, Northern District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Central District of California
- U.S. District Court, Southern District of California
- U.S. District Court, Western District of Washington
- U.S. District Court, Eastern District of Washington