

Rebecca GREEN

Shareholder

LOS ANGELES

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Rebecca represents cities, special districts, and other public agencies on labor and employment issues including hiring and recruitment, compliance with state and federal labor regulations, drafting and implementing personnel policies, discrimination, and harassment prevention, reasonable accommodation and the interactive process, discipline and termination. Rebecca also conducts personnel investigations and provides training to ensure compliance with the rapidly evolving arena of labor and employment law. She represents clients in personnel hearings, including appeals of discipline, and negotiates with employee associations to resolve grievances and form memoranda of understanding under the Meyers-Milias-Brown Act.

A seasoned trial attorney, Rebecca represents clients in employment disputes, including in mediation, arbitration, administrative hearings and litigation. She has successfully litigated collective actions under the Fair Labor Standards Act and individual claims brought under the Fair Employment and Housing Act, as well as a variety of disputes ranging from breach of employment contract to Private Attorney General Act and whistleblower lawsuits.

PROFESSIONAL EXPERIENCE

Rebecca began her legal career as a white collar criminal defense attorney at Kirkland & Ellis in Washington, D.C., where she worked with clients to ensure compliance with federal and international laws. She moved to California to clerk for the Honorable Richard A. Paez on the United States Court of Appeals for the Ninth Circuit. Following her clerkship, Rebecca worked as a civil trial attorney, representing clients in a wide variety of areas and focusing on employment litigation. She also gained significant experience advising clients on employment matters and negotiating employment disputes with the goal of pre-litigation resolution.

PRACTICE AREAS

Labor & Employment

FOCUS AREAS

Discipline & Termination

Discrimination & Harassment

Litigation (Labor & Employment)

EDUCATION

J.D., Harvard Law School

M.A., Harvard University

B.A., cum laude, Swarthmore College

PROFESSIONAL AND COMMUNITY AFFILIATIONS

Member, Leadership Council on Legal Diversity

NEWS

Plaintiffs Need Not Show "Significant Harm" in Employment Discrimination Cases

04.30.2024

Governor Extends COVID-19 Supplemental Paid Sick Leave

09.30.2022

Governor Approves 2022 COVID-19 Supplemental Paid Sick Leave

02.11.2022

OSHA Announces COVID-19 Vaccine Mandate

11.05.2021

EEOC Issues New Guidance Regarding Religious Accommodations for COVID-19 Vaccine Mandates

10.29.2021

Employee's Speech Undermining Public Employer in the Course of Duties Is Not Protected

08.26.2021

Governor Approves COVID-19 Supplemental Paid Sick Leave

03.22.2021

"Beyond Bostock" by Rebecca Green Is Los Angeles Lawyer Magazine's February Cover Story

02.09.2021

Governor Signs Law Impacting COVID-19 Workplace Exposures

09.21.2020

Governor Signs Law Creating "Bona Fide Business-to-Business Contracting" Exemption to AB 5 for Public Agencies

09.08.2020

Department of Labor Addresses "Back to School" Issues Regarding Leave Under the Families First Coronavirus Response Act

08.31.2020

Supreme Court Reaffirms "California Rule" for Public Agency Employee Pensions and Upholds PEPRA Changes
07.31.2020

EEOC Issues Updated Guidance Regarding COVID-19 Response
06.19.2020

Workplace Discrimination Against LGBTQ Employees Is Prohibited by Federal Law
06.17.2020

CalPERS Expands Its COVID-19 Frequently Asked Questions Webpage
05.08.2020

New Regulations Help Define the Families First Coronavirus Response Act (FFCRA)
04.03.2020

Department of Labor Issues New Guidance on the Families First Coronavirus Response Act
03.30.2020

New Regulations Regarding Employment of Retired Annuitants
03.19.2020

California Supreme Court Allows Elimination of "Air Time" Benefit but Avoids Reconsideration of the "California Rule"
03.08.2019

Court of Appeal Takes Practical Approach to Police Discipline Statute of Limitations
07.09.2018

Mandatory Union Agency Fees Violate First Amendment
06.27.2018

PRESENTATIONS

Sexual Harassment Prevention Training
California Special Districts Association, 02.27.2024

Sexual Harassment Prevention Training for Non-Supervisors
California Special Districts Association, 11.07.2023

Harassment Prevention Training
New Mayors and Councilmembers Academy, 03.29.2022

Elected Officials & Employment Laws: When the Rules Don't Apply
League City Attorneys' Spring Conference, 04.30.2021

Sexual Harassment Prevention for Elected Local Agency Officials
Institute for Local Government, 08.01.2019

Policy and Procedure Writing
Victorville City Hall, 03.13.2019

Sexual Harassment Prevention for Elected Local Agency Officials
California Contract Cities Association, Indian Wells, 12.11.2018

Workplace Implications of the Me Too and Time's Up Movements
Municipal Management Association of Southern California, Women's Leadership Summit, Yorba Linda, California,
05.09.2018

PUBLICATIONS

"Beyond Bostock"
Los Angeles Lawyer Magazine, 02.2021