

Snell & Wilmer



Tiffany Brosnan

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Main Bio

Tiffany Brosnan's practice is concentrated in employment litigation and counseling. Her employment-related counseling includes advising employers regarding wage and hour problems, leaves of absence, layoff planning, termination, and disciplinary matters. Tiffany provides training to employers, including mandatory sexual harassment training. She also conducts independent workplace investigations. In litigation, Tiffany represents employers in individual matters and class actions including allegations of wrongful termination, whistle blower claims, discrimination, harassment, unfair competition, misappropriation of trade secrets, and wage and hour violations.

Representative Matters

- Defense of "whistleblower" actions on behalf of technology-based, health care and retail clients
- Defense of wrongful termination, discrimination, and sexual harassment actions on behalf of service and retail clients, and management employees
- Defense of wage and hour class actions and Private Attorneys General Act (PAGA) claims involving claims for meal period, rest break, overtime and other labor code violations on behalf of automotive, manufacturing, service and retail clients
- Defense of unfair competition and trade secrets litigation involving technology-based, manufacturing and healthcare clients
- Trial and binding arbitration experience in retaliation, harassment, discrimination, wage loss, and fraud cases
- Training employers in best practices for supervisors, avoiding "bad apple" employees and mandatory sexual harassment training
- Internal investigations regarding harassment, discrimination, fraud and misappropriation of company resources

Education

- University of California at Los Angeles, School of Law (J.D.)
- University of California at Los Angeles (B.A., *summa cum laude*)
 - Phi Beta Kappa

Professional Memberships & Activities

- Orange County Bar Association
 - Employment Litigation Section
 - Orange County Lawyer Magazine, Editorial Committee
- ProVisors, Orange County

Representative Presentations & Publications

- "[California Raises Minimum Wage – Again](#)," Co-Author, Snell & Wilmer Legal Alert (August 31, 2023)
- "[California's New Pay Transparency Law: Practical Implications for Employers](#)," Author, Orange County Lawyer (June 2023)
- "Employment Law – Hot Topics, Trends, and Tips," Presenter, Management Information Exchange (April 19, 2023)
- "[California End-of-Year Employment Law Wrap Up](#)," Co-Author, Snell & Wilmer Legal Alert (November 30, 2022)
- "Employment Issues in a Declining Economy," Presenter, Snell & Wilmer Virtual CLE Series (June 30, 2022)
- "[What's New This Week In California COVID Law?](#)" Author, Labor and Employment Law Blog (February 18, 2022)
- "California Round Up: New Laws for 2022," Co-Presenter, 2021 Employment Law Tool Kit Two-Part Webinar Series: Session 2: More Issues for All Employers and State-Specific Updates (November 18, 2021)
- "[Department of Justice Affirms Employers' Ability to Mandate Vaccines](#)," Author, Snell & Wilmer Labor and Employment Law Blog (July 28, 2021)
- "California COVID-19 Webinar: Employer Tips for Returning Employees to Work and Managing a Hybrid WFH Workforce," Co-Presenter, Snell & Wilmer Webinar (May 5, 2021)
- "COVID-19 Vaccine Strategy in Today's Workplace," Panelist, Woodruff Sawyer Webinar (March 30, 2021)
- "[California's New COVID-19 Supplemental Paid Sick Leave—Senate Bill No. 95](#)," Co-Author, Snell & Wilmer Legal Alert (March 24, 2021)
- "Career Forum Workshop 1: Careers in the Law," Co-Presenter, Constitutional Rights Foundation of Orange County Career Forum (March 12, 2021)
- "[COVID-19 Vaccine – FAQs Employers Should Know Right Now](#)," Episode Host, CalCurrent Podcast (February 11, 2021)
- "[Parental Leave – It's Not Just a Women's Issue](#)," Author, Labor and Employment Law Blog (January 14, 2021)
- "[Biden Administration Faces Obstacles To Revising Employment Laws](#)," Quoted, Business Insurance (December 15, 2020)
- "[Can Companies Use the Outside Sales Exemption During a Pandemic?](#)" Co-Author, Snell & Wilmer Legal Alert (December 10, 2020)
- "[Voting Rights – Key Questions for Employers](#)," Co-Author, Snell & Wilmer Legal Alert (November 2, 2020)

- "Trends in Pandemic-Related Employment Law Claims," Co-Presenter and "Regional Roundup: A State-Focused Look at Covered Topics," Panelist, 2020 Employment Law Tool Kit Three-Part Webinar Series: Session 1: Issues for All Employers (October 20, 2020)
- ["California Mandates COVID-19 Supplemental Paid Sick Leave for Employers Not Covered by the FFCRA,"](#) Co-Author, Snell & Wilmer Legal Alert (September 15, 2020)
- ["Eligibility for Families First Coronavirus Response Act Leave Under Different School Reopening Models,"](#) Co-Author, Snell & Wilmer Legal Alert (August 31, 2020)
- "Labor and Employment," Co-Presenter, Snell & Wilmer 2020 Year-End CLE Series (August 18, 2020)
- "Top Employment Law Concerns as We Return to the Office," Presenter, Orange County Bar Association Solo Practitioner/Small Firm Section Webinar (July 17, 2020)
- "Tools to Safely Re-open your Workplace," Co-Presenter, Woodruff Sawyer Employee Benefits Webinar (July 10, 2020)
- "Returning to the Workplace: Employment Law Pitfalls," Co-Presenter, Woodruff Sawyer Employee Benefits Webinar (July 10, 2020)
- ["School's Out for Summer - Can I Get Paid Leave Under the Families First Coronavirus Response Act,"](#) Author, Snell & Wilmer Labor and Employment Law Blog (May 15, 2020)
- ["Employees' Refusal to Work Over Coronavirus Concerns,"](#) Co-Author, Snell & Wilmer Legal Alert (May 14, 2020)
- ["HR Strategies and Legal Advice for Reopening Your Workplace,"](#) Co-Presenter, Woodruff Sawyer Employee Benefits Webinar (May 14, 2020)
- "Top Employment Law Concerns Surrounding a Return to Work," Co-Presenter, Financial Executives International (FEI) Orange County Webinar (May 13, 2020)
- "The Good, the Bad, and the Ugly," Presenter, Association for Corporate Growth - Orange County Live Webinar (May 13, 2020)
- ["Updated EEOC Guidance for Employers Permits Testing for COVID-19,"](#) Co-Author, Snell & Wilmer Legal Alert (April 30, 2020)
- ["Managing Business Needs During a Pandemic: COVID-19 Traps and Tricks for Employers,"](#) Presenter, Snell & Wilmer Live Webinar to ACC SoCal (April 8, 2020)
- "Today's Frequently Asked Employment Law Questions in the COVID-19 Crisis," Presenter, Fieldstone Network Orange County Webinar (March 31, 2020)
- ["Does the Federal WARN Act Apply to Me?"](#) Author, Snell & Wilmer Legal Alert (March 30, 2020)
- ["Coronavirus: Supporting Your Employees, Their Benefits, and a Legal Perspective,"](#) Co-Presenter, Woodruff Sawyer Employee Benefits Webinar (March 19, 2020)
- ["Uber, Wary of AB5, Is Giving California Drivers More Freedom. Its Tactics May Not Work,"](#) Quoted, San Francisco Chronicle (February 10, 2020)
- ["Uber Makes Major Changes to California Rides as Gig-Work Law Takes Effect,"](#) Quoted, San Francisco Chronicle (January 8, 2020)
- "Tips from the Trenches," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 6, 2019)
- "Bad Apples: How to Spot Them, Swiftly Fire Them, and Reduce Your Exposure," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 6, 2019)

- ["New California Legislation Makes it More Difficult to Classify Workers as Independent Contractors,"](#) Author, Labor and Employment Law Blog (September 19, 2019)
- ["Almost Two Years of the #MeToo Era: The Unexpected Impact on Your Business,"](#) Co-Author, Orange County Journal (July 29, 2019)
- ["Deliv Switching California Couriers to Employees — 'Start of a Wave',"](#) Quoted, San Francisco Chronicle (June 22, 2019)
- ["State of the States: Wage, Leave Laws Gaining Steam,"](#) Quoted, Law360 (May 31, 2019)
- "Spotting Hot Button Issues For Nonprofit Employers," (Training Program for Pro Bono Nonprofit Organizations Legal Assessment Clinic), Co-Presenter, ACC-SoCal, Public Law Center, Snell & Wilmer Orange County Offices, Costa Mesa, CA (April 4, 2019)
- ["2019 Legislative Changes for California Severance and Settlement Agreements,"](#) Author, Labor and Employment Law Blog (January 21, 2019)
- "2018 Employment Law Update and What You Need to Know for 2019," Presenter, Human Resources and Legal Department Seminar, Irvine, CA (January 18, 2019)
- ["California Responds to the #MeToo Movement With Sweeping Legislation,"](#) Author, The Recorder (January 3, 2019)
- "Avoiding Pay Equity Claims," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2018)
- "Sexual Harassment Law in the #MeToo Era," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2018)
- ["California Enacts Sweeping Legislation Designed to Address the #Metoo Movement,"](#) Author, Labor and Employment Law Blog (October 2, 2018)
- ["NLRB Update: 2015 Joint Employer Standard Revised,"](#) Co-Author, Labor and Employment Law Blog (January 2, 2018)
- ["#MeToo – Don't Let it Be You How to Prevent Sexual Harassment in the Workplace,"](#) Author, Orange County Business Journal (December 4, 2017)
- "Ethics on the Inside: What Every In-House Attorney Needs to Know," Presenter, Snell & Wilmer Harbor Cruise, Newport Beach, CA (November 16, 2017)
- "What's New With the Federal Government," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2017)
- ["Immigration Alert: California Passes Bill Restricting ICE Entering Businesses,"](#) Co-Author, Labor and Employment Law Blog (September 18, 2017)
- "He, She or Ze: Addressing Transgender Issues in the Workplace," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 16, 2016)
- "Bills, Bills and More Bills: New California Laws Employers Should Know," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 16, 2016)
- "Threat Management: Workplace Violence Restraining Orders," Co-Presenter, Snell & Wilmer Workplace Violence Seminar, Costa Mesa, CA (June 23, 2016)
- ["Cover Story: Six Degrees of Todd Friedland,"](#) Co-Author, Orange County Lawyer magazine (January 5, 2016)
- "Non-Union Employers Beware: NLRB Decisions Affect You Too," Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 12, 2015)

- "[Paid Sick Leave - It's an Epidemic](#)," Author, Workplace Word (October 12, 2015)
- "Avoiding Employment Law Hazards: Keys to Running a Tight Ship for In-House Counsel," Co-Presenter, Association of Corporate Counsel (Southern California Chapter), Long Beach, CA (June 3, 2015)
- "Understanding, Recognizing and Preventing Bullying in the Workplace," Co-Presenter, PIHRA Gateway Cities, Cerritos, CA (March 4, 2015)
- "Employment Case Law and Legislation for 2015," Panelist, ProVisors Human Capital Group, Irvine, CA (March 3, 2015)
- "[An Employment Lawyer's Top Ten Tips to Avoid Holiday Party Headaches](#)," Co-Author, Orange County Business Journal (December 1, 2014)
- "Wage and Hour Issues - The Recurring Nightmare," and "Severance Agreement Pitfalls," Co-Presenter, Employment Tool Kit Seminar, Snell & Wilmer (November 13, 2014)
- "[Judge Douglas F. McCormick: Sitting on the Bench After a Career on His Feet](#)," Author, Orange County Lawyer (October 2014)
- "Ever-Expanding Accommodations," Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2013)
- "Do My Employees Ever Have to Work?" Speaker, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 8, 2012)
- "Best Practices for In-house Attorneys When Navigating The Choppy Waters of Investigation," Speaker, Snell & Wilmer and Thomson West Harbor Cruise, Newport Beach, CA (October 18, 2012)
- "[California's Wage Orders: Landmines and Goldmines](#)," Author, Orange County Lawyer (June 2012)
- "Dealing with Disabilities and the New Wave of Leave-Related Lawsuits," Speaker, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (October 2011)
- "[Failure to pay wages? Now There's an App for That](#)," Co-Author, Daily Journal (September 15, 2011)
- "Enforcing Your Social Media Policy Around the World," Speaker, 44th Annual Legal Symposium, International Franchise Association, Washington, DC (May 2011)
- "My Employee is Injured — So Why Am I in Pain?," Speaker, Employment Toolkit Seminar, Snell & Wilmer, Costa Mesa, CA (October 2010)
- "[My Employee is Injured — So Why Am I in Pain?](#)," Co-Author, Orange County Business Journal, Vol. 33, No. 38 (September 20, 2010)

Professional Recognition & Awards

- 2019 Distinguished Community Champion, Southland Integrated Services
- The Best Lawyers in America®, Labor & Employment Litigation (2013-2024), Employment Law - Management (2022-2024)
- Southern California Super Lawyers®, Rising Stars Edition, Employment & Labor (2006-2011)
- Nominated for Women in Business Award, Orange County Business Journal

Community Involvement

- Constitutional Rights Foundation of Orange County
 - Board Member

- Past President
 - Career Forum Committee, Past Co-Chair
- Ensign Intermediate School Foundation
 - Board Member

Bar Admissions

- California

Court Admissions

- Supreme Court of California