

Snell & Wilmer



Anne E. Dwyer

Counsel | Orange County

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Main Bio

Anne Dwyer's practice is concentrated in employment litigation and counseling. She counsels clients on a wide range of employment matters including wage and hour issues, employee medical leave, termination decisions and policy drafting. Anne represents employers in state and federal court and arbitration in disputes regarding wrongful termination, sexual harassment, reasonable accommodation of disabilities, retaliation, wage and hour and other types of employment matters.

Education

- Loyola Law School (J.D., *magna cum laude*)
 - Production Editor, Loyola Law Review
- University of California, Santa Cruz (B.A., Philosophy, with honors)
 - Minor in Legal Studies

Professional Memberships & Activities

- Orange County Bar Association, Labor and Employment Law Section (2012-present)

Representative Presentations & Publications

- "[The EEOC Expands Employers' Requirements to Accommodate Pregnancy and Childbirth Under the Pregnant Workers Fairness Act](#)," Co-Author, Snell & Wilmer Legal Alert (June 20, 2024)
- "[Employees in California Get a Bump in Paid Sick Leave](#)," Co-Author, Snell & Wilmer Legal Alert (October 6, 2023)
- "[California Supreme Court's Adolph v. Uber Technologies, Inc. Decision Reopens the Door for Representative PAGA Claims in Court](#)," Author, Snell & Wilmer Legal Alert (July 20, 2023)
- "[FTC Proposes Ground-Breaking Rule Banning Non-Compete Clauses in Employment Contracts Nationwide](#)," Co-Author, Snell & Wilmer Legal Alert (January 6, 2022)
- "[SCOTUS Issues Employers Relief in PAGA Actions](#)," Co-Author, Snell & Wilmer Legal Alert (June 16, 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)

- "[What Employers Should Know About Meal and Rest Break Premiums](#)," Episode Host, CalCurrent Podcast (August 5, 2021)
- "[California Supreme Court Holds That Meal and Rest Break Premiums Must Include Commissions, Bonuses and Other Non-Discretionary Pay](#)," Co-Author, Snell & Wilmer Legal Alert (July 16, 2021)
- "[California Supreme Court Holds That Meal and Rest Break Premiums Must Include Commissions, Bonuses and Other Non-Discretionary Pay](#)," Co-Author, Snell & Wilmer Labor and Employment Law Blog (July 16, 2021)
- "[California Employers with 100+ Employees Should be Aware of Fast Approaching Pay Data Report Deadline](#)," Co-Author, Snell & Wilmer Labor & Employment Law Blog (February 23, 2021)
- "Key Cases from 2020," Co-Presenter, 2020 Employment Law Tool Kit Three-Part Webinar Series: Session 2: California-Specific Issues (November 12, 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)
- "[Updated FMLA Forms Released by the DOL for Employers' Use](#)," Author, Snell & Wilmer Labor & Employment Law Blog (July 23, 2020)
- "[COVID-19: Employment Squalls Likely to Hit Employers](#)," Co-Author, Snell & Wilmer Legal Alert (July 14, 2020)
- "[Revival of Bag Check Suit Suggests Employers Must Pay Employees for Time Spent Undergoing Exit Inspections](#)," Author, Snell & Wilmer Labor & Employment Law Blog (July 2, 2019)
- "[California Meal and Rest Break Rules Are Preempted by Federal Law for Property-Carrying Truck Drivers](#)," Co-Author, Snell & Wilmer Labor & Employment Law Blog (January 4, 2019)
- "[California Court of Appeal Finds Employee Non-Solicitation Agreement Unenforceable](#)," Author, Snell & Wilmer Labor and Employment Law Blog (November 20, 2018)
- "What New Laws Do You Need to Worry About?" Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2018)
- "[Ten Practical Tips for Hiring Employees](#)," Co-Author, Orange County Business Journal (June 18, 2018)
- "[California Legislature Takes A Strong Stance in Response to #Metoo Movement](#)," Author, Snell & Wilmer Labor and Employment Law Blog (June 2, 2018)
- "[Arbitration Agreement Contained in Employee Handbook and Signed During Pending Class Action Is Invalid](#)," Author, Snell & Wilmer Labor and Employment Law Blog (April 28, 2018)
- "[California Supreme Court Deviates From Federal Regulations on Calculating Regular Rate of Pay on Flat Rate Bonuses](#)," Author, Snell & Wilmer Legal Alert (March 9, 2018)
- "[Transgender Issues in the Workplace: Legal Issues and Considerations for Companies](#)," Author, Snell & Wilmer Labor and Employment Law Blog (July 10, 2017)
- "Essential Employment Forms Every Employer Should Know About," Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 16, 2016)
- "[Standard Severance Agreements May Need to Be Revised](#)," Co-Author, Snell & Wilmer Legal Alert (August 19, 2016)
- "Background Checks: Increasingly an Issue for Individual and Class Litigation," Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 12, 2015)

- "[Changes Affecting Employer's CFRA Policies and Procedures Begin Today](#)," Co-Author, Snell & Wilmer Legal Alert (July 1, 2015)
- "[Employers Beware: You Cannot Always Trust Third-Party Provided Background Check Disclosure Forms](#)," Author, Workplace Word (April 27, 2015)
- "[California's New Paid Sick Leave Requirements and What Employers Must Do Starting January 1, 2015](#)," Author, Snell & Wilmer Legal Alert (December 22, 2014)
- "Bills, Bills, Bills - New Employment Laws Affecting You in 2015," Co-Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 13, 2014)
- "[Ninth Circuit Creates Wrinkle in the Way Employers Designate Family and Medical Leave](#)," Author, Workplace Word (June 2014)
- "Ever-Expanding Accommodations," Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2013)
- "[California Court of Appeal Decision May Signal the End of Piece-Rate Compensation Plans](#)," Author, Workplace Word (May 31, 2013)

Community Involvement

- Junior League of Orange County
 - Special Events Committee (2014-2017)
- American Red Cross - Orange County
 - Board of Directors (2017-present)

Previous Professional Experience

- Disability Rights Legal Center, Legal Extern (2011)
- Public Law Center, Law Clerk (2010)
- Law Office of Andrew D. Weiss, Legal Secretary (2008-2009)
- Santa Cruz Bar Association, Volunteer Intern (2008)

Bar Admissions

- California

Court Admissions

- Supreme Court of California
- United States District Court, All Districts of California

Client News

- Snell & Wilmer Advises Technology Food Data Company Galley Solutions as it Raised \$14.2 Million in Series A Funding