



Thea E. Rogers

Associate



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legal expertise

Thea Rogers provides strategic counsel to employers on a wide range of workplace and compliance matters. She advises on federal, state, and local employment laws; drafts and negotiates employment agreements; and ensures compliance with wage and hour laws, leave laws, prevailing wage requirements, and background check regulations.

Thea frequently works with management and HR teams to enhance employee engagement and retention by developing tailored employee handbooks and personnel policies, conducting internal investigations, and delivering effective workplace harassment prevention training for management and staff. She also has deep experience advising on the employment of minors in the entertainment industry, including compliance with state and union requirements.

Thea began her career in leveraged finance, representing institutional lenders in commercial finance transactions—experience that informs her practical, solution-oriented approach to advising employers.

professional, business and civic affiliations

- Beverly Hills Bar Association, Labor & Employment and Empowering Women sections

headlines

Mitchell Silberberg & Knupp Launches Practice Group to Advise Clients on DEI Programs
September 17, 2024

practice areas

labor & employment

admissions

California
New York
Texas

education

Georgetown University Law Center, J.D.
Georgetown University, B.A.,
magna cum laude

other career experience

Associate, Elkins Kalt
Weintraub Reuben Gartside
LLP
Associate, Willkie Farr &
Gallagher LLP



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MSK Client Amazon Acquires MGM Studios
May 26, 2021

publications

Author, "Epic Systems V. Lewis: PAGA's Epic Demise?" *Law360*, June 4, 2018.

Author, "New Calif. 'National Origin' Rules Stray From Federal Policy" *Law360*, June 8, 2018.

client alerts

California Bans Most "Stay-or-Pay" Provisions in Employment Contracts, Effective Jan. 1, 2026
MSK Client Alert, November 25, 2025

California Employers be WARNed: Expanded Cal-WARN Notice Requirements Take Effect January 1, 2026
MSK Client Alert, October 20, 2025

EEOC Releases Guidance on Harassment in the Workplace Addressing Timely Topics
MSK Client Alert, June 13, 2024

New York Becomes First State to Implement "Paid Prenatal Leave" for Employees
MSK Client Alert, May 2, 2024

Los Angeles County Passes New "Fair Chance Ordinance" for Unincorporated Areas, Further Restricting Employers' Use of Criminal History
MSK Client Alert, April 8, 2024

With Release of New Guidance, California Employers Now Have What They Need To Comply with July 1st Deadline To Implement a Workplace Violence Prevention Plan
MSK Client Alert, March 18, 2024

California Enacts New Employee Reproductive Loss Leave Law For 2024
MSK Client Alert, October 18, 2023

California Expands Paid Sick Leave Law, Increases Annual Leave Amount
MSK Client Alert, October 11, 2023

The Fair Work Week Ordinance: What LA Retailers Need to Know
MSK Client Alerts, March 23, 2023

New Federal Workplace Protections for Pregnant and Nursing Employees, Reminiscent of...California Law?!
MSK Client Alert, February 23, 2023

Guidance Regarding California Pay Scale Disclosure Requirements is Released
MSK Client Alert, January 10, 2023

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Cal-OSHA Standards Board Adopts Emergency Temporary Standards (ETS) Revisions

MSK Client Alert, June 21, 2021

California Mask Requirement for Workplaces To Continue Through Summer (And More!), CAL-OSHA Says

MSK Client Alert, June 7, 2021

It's Back! Most California Employers Now Need to Provide Supplemental COVID-19 Sick Leave

MSK Client Alert, March 23, 2021

EEOC Issues Guidance on COVID-19 Vaccinations: Yes, Employers Can Require Them

MSK Client Alert, December 22, 2020

Do You Operate a Los Angeles-Based Office? Work in One? *Read This - Especially if your business is considered essential!*

MSK Client Alert, December 7, 2020

More COVID-19 Rules for California Employers: Cal-OSHA's Emergency COVID-19 Safety Regulations Take Effect

MSK Client Alert, December 7, 2020

Can We Or Can't We – Operate, That Is!

MSK Client Alert, November 24, 2020

California to Require Employers to Annually Submit Pay Data to DFEH

MSK Client Alert, November 6, 2020

Employees Put to the Test

Employers May Test Employees for COVID-19 Before Allowing Their Return to Workplace, EEOC Says

MSK Client Alert, April 24, 2020

America CARES About Unemployment

DOL Issues Guidance on New CARES Act Unemployment Insurance Provisions

MSK Client Alert, April 8, 2020

Be Prepared: What Should Employers Do About the Coronavirus?

MSK Client Alert, March 2, 2020

events & speaking engagements

California Employment Law Year in Review

December 10, 2025

Navigating California's Workplace Violence Prevention Law

May 29, 2024

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MSK's Labor & Employment Department's Annual "Year in Review" Seminar
January 10, 2024

MSK's Labor & Employment "Year in Review" Seminar
January 11, 2023

Getting the Crew Back Together: Navigating Frequent Return to Work COVID-19 Storms
April 28, 2021