



## Emma Luevano

Partner, through her Professional Corporation



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### legal expertise

Represents management in a variety of labor and employment matters, including state and federal litigation involving sexual harassment and other forms of employment discrimination or harassment, class and PAGA wage and hour actions, public policy violations, wrongful termination, and retaliation. Represents employers before state and federal administrative agencies (e.g., DOL, CRD, EEOC, and DLSE). Conducts training and provides counselling and advice to employers regarding compliance with state and federal law, personnel policies and manuals, employment agreements, investigations, and other personnel decisions.

### representative matters

- Defended numerous sensitive matters involving high-level executives alleged to have engaged in wrongdoing.
- Represented employers in dozens of class and PAGA actions, to favorable results including dismissal of class claims and/or favorable settlements.
- Obtained summary judgment in arbitration and court for employers in numerous wrongful termination, discrimination, harassment and breach of contract cases.
- Defended numerous sensitive matters involving alleged sexual assault and prevailed on an early motion on timeliness grounds.
- First-chaired and obtained defense award for energy beverage company in a 4-day arbitration involving race discrimination.
- First-chaired and obtained defense awards in numerous labor arbitrations for international beverage company.
- First-chaired and obtained defense award for aerospace company in a 5-day arbitration involving race discrimination claims.

### practice areas

labor & employment  
Diversity, Equity and  
Inclusion Advisory  
employment litigation &  
counseling  
labor litigation &  
counseling  
litigation  
class action defense

### admissions

California, 1998  
U.S. District Court, 1998  
Central District of California  
Northern District of California  
Eastern District of California  
Southern District of  
California  
U.S. Court of Appeal  
Ninth Circuit

### education

Stanford Law School, J.D.,  
1998  
Associate Editor, *Stanford  
Law Review*; Co-President,  
Stanford Public Interest Law  
Foundation; Member,  
Stanford Latino Law Student  
Association  
Stanford University, A.B.,  
1995; with Distinction

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washington, dc  
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- First-chaired and obtained defense award for entertainment company in a 3-day arbitration involving wage and hour issues.
- First-chaired and obtained defense award for aerospace company in a 13-day arbitration involving whistleblower retaliation claims.
- First-chaired and obtained defense award for aerospace company in a 6-day arbitration involving age discrimination and retaliation claims.
- Successfully obtained terminating sanctions for global pharmaceutical company.
- Conducted audits and/or advised on such audits.
- Have settled many "walk-away" settlements.

### languages

- Spanish

### honors & awards

- Recognized by *Best Lawyers in America*® in the fields of:
  - Litigation - Labor and Employment (2016- 2026)
  - Employment Law - Management (2019-2026)
- "Women Worth Watching," *Profiles in Diversity Journal* (2021)
- "Southern California Rising Stars," *Super Lawyers* (2007, 2010)
- "Inaugural *Latin Business 100*" (Summer 2006)

### professional, business and civic affiliations

- Co-Chair of MSK Labor & Employment Department
- Co-Chair of MSK DEI Committee
- Member of MSK Governing Board
- Trustee, Board of the Mexican American Bar Foundation



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## headlines

37 MSK Attorneys Named Among *The Best Lawyers in America*® for 2026  
*Best Lawyers*, August 21, 2025

34 MSK Attorneys Named Among *The Best Lawyers in America*© for 2025  
August 15, 2024

Mitchell Silberberg & Knupp Announces New Leadership  
*Business Wire*, December 11, 2023

38 MSK Attorneys Named Among *The Best Lawyers in America*© for 2024  
August 17, 2023

Emma Luevano and Karin Pagnanelli Named to *Profiles in Diversity Journal's* 2021 "Women Worth Watching" List  
*Profiles in Diversity Journal*, November 19, 2021

26 MSK Attorneys Named Among *The Best Lawyers in America*© for 2022  
August 19, 2021

33 MSK Attorneys Named Among *The Best Lawyers in America*© for 2021  
August 20, 2020

27 MSK Attorneys Named Among *The Best Lawyers in America*© for 2020  
August 15, 2019

MSK Named as a 2019 "Diversity Leader" by *Profiles in Diversity Journal*  
January 29, 2019

*The Best Lawyers in America*© 2019 Recognizes 24 Attorneys from MSK  
August 15, 2018

The Best Lawyers in America© 2018 Recognizes 24 Attorneys from Mitchell Silberberg & Knupp LLP  
August 15, 2017

The Best Lawyers in America© 2017 Recognizes 22 Attorneys from Mitchell Silberberg & Knupp  
August 22, 2016

MSK Announces New Partners  
January 20, 2006

## media mentions

Adam Levin and Emma Luevano Featured in *Law360*  
November 1, 2016

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Adam Levin and Emma Luevano Mentioned in *Forefront Magazine*  
July 2015

23 Mitchell Silberberg & Knupp Attorneys Featured in *Best Lawyers*  
August 2015

Emma Luevano named to Inaugural 100 in *Latin Business*  
August 11, 2006

## publications

Sexual Harassment in Today's Workplace  
*LatinBusinessToday.com*, January 30, 2018

Keep a Business Eye on E-Workers: Protect Your Business By Telling Your Workers You're Watching  
*LatinBusinessToday.com*, February 2012

Background Check: Avoiding the pitfalls that come with conducting a background check  
*LatinBusinessToday.com*, February 2012

Parents Have Rights  
*LatinBusinessToday.com*, January 2012

Absent With Leave  
*LatinBusinessToday.com*, January 2012

Managing Religious Diversity  
*LatinBusinessToday.com*, December 2011

Affirmative Action: Promoting Diversity in the Workplace may be Legally Required  
2006

Setting Policy on Sexual Harassment: Prepare a Comprehensive Policy Now and Prevent Problems Later  
2005

The Complexities of Co-Ownership  
2005

Firing Without Getting Burned: Avoiding Wrongful Discharge Litigation  
2004

Tie Down and Sign: Employment Contract Considerations  
2004



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## client alerts

Employers Cannot Rely on the *De Minimis* Doctrine..  
*MSK Client Alert*, July 30, 2018

MSK's Annual Labor & Employment Update  
January 11, 2017

The EEOC Is Keeping Busy: EEOC Issues Additional Guidance About the ADA & Final Rules on Wellness Programs  
*MSK Client Alert*, June 9, 2016

MSK's Annual Labor & Employment Law Update  
*MSK Client Alert*, January 12, 2016

Updated: Issues Raised By Employees Needing Military Leave (Including Changes in California's Military Leave Laws)  
*MSK Client Alert*, April 2003

## events & speaking engagements

California's Burden-Shifting Framework in Whistleblower Retaliation Cases  
October 30, 2024

MSK's Annual Labor & Employment Law Update  
January 15, 2020

MSK's Annual Labor & Employment Law Update  
January 9, 2019

Inclusion Riders  
April 19, 2018

MSK's Annual Labor & Employment Law Update  
January 11, 2018

MSK's Annual Labor & Employment Law Update  
January 11, 2017

MSK's Annual Labor & Employment Law Update  
January 2016

The *Brinker* Impact: What Employers Need to Know, *MSK Client Seminar*  
May 3, 2012

Basic Wage and Hour Law in California

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