



## Sara Kim

Associate

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Sara Kim focuses her practice on representing employers in a variety of industries in all aspects of employment law in California state and federal courts. She defends employers in all aspects of litigation in wage and hour class actions and single-plaintiff discrimination, harassment, retaliation, and wrongful termination actions. Her experience navigating highly sensitive subject matters extends beyond the traditional employment context and includes the defense of companies facing civil claims for crimes that occur on their properties, such as those involving human trafficking and sexual assault.

In addition, Sara provides extensive advice and counseling to her clients on all employment-related issues, including ADA accommodations, California worker classifications, workers' compensation, internal investigations, and employment handbooks and policies. Her experience includes advocating for management in union negotiations and advising best practices for onboarding and terminating employees.

Sara maintains an active pro bono practice, representing inmates seeking compassionate release and advocating for children's rights.

### RELATED SERVICES

- Employment

### LANGUAGES SPOKEN

Korean

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- Korean

### CREDENTIALS

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#### Admissions

- California

#### Education

- J.D., University of California at Irvine

- B.S., Communications, New York University

## INSIGHTS

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### Publications

#### **Nasdaq proposes board diversity listing standards**

8 December 2020

The proposal is the first of its kind among US exchanges and, if approved by the SEC, would mark an important step toward mandated diversity requirements for the boards of US-listed public companies.

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#### **California adopts emergency COVID-19 standards**

1 December 2020

The emergency standards affect most companies with California-based employees.

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#### **New Executive Order "Combating Race and Sex Stereotyping" – what federal contractors need to know**

7 October 2020

The EO prohibits federal contractors, subcontractors and certain grant recipients from using “any workplace training that inculcates in its employees any form of race or sex stereotyping or any form of race or sex scapegoating.”

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#### **Changes to California's AB 5 independent contractor law create new opportunities and risks**

16 September 2020

These changes create additional opportunities for individuals, especially those involved in translation/interpretation and the music industry, to remain independent contractors.

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#### **NLRB's new joint employer rule impact on the franchisor-franchisee relationships**

30 April 2020

On 25 February 2020, the National Labor Relations Board (NLRB) finalized its joint-employer rule under the National Labor Relations Act. The new rule restores joint-employer guidance in place prior to a 2015 change. It is an attempt by the NLRB to “foster predictability and consistency regarding determinations of joint-employer status” in business relationships and enhance labor-management stability. The rule was published in the Federal Register on 26 February 2020 and will go into effect on 27 April 2020.

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#### **Family First Coronavirus Response Act: US Department of Labor regulations provide additional guidance for employers**

9 April 2020

Key developments.

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#### **New obligations targeting human trafficking for employers in California – and across the US**

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11 February 2020

Employers across the United States should consider these new obligations and carefully determine what actions they may be required to take in the workplace.

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### **Coronavirus: key employment legal issues for US employers (United States)**

10 February 2020

Considerations and action steps for prudent employers.

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