



(She/Her)

Principal, Los Angeles

P 213-689-0404

F 213-689-0430

Susan.Groff@jacksonlewis.com

## Practices

- National Compliance and Multi-State Solutions
- California Advice and Counsel
- COVID-19
- Disability, Leave and Health Management
- Hospitality
- Hotels
- Pay Equity
- Wage and Hour

## Education

- Boston College Law School, J.D. 2003
- George Washington University, B.A. 2000

## Admitted to Practice

- California - C.D. Cal. 2005
- California - N.D. Cal. 2004
- California - S.D. Cal. 2006
- California 2003

Susan E. Groff is a principal in the Los Angeles office of Jackson Lewis P.C. She is co-leader of the firm's California Advice and Counsel resource group. The group delivers legal and practical guidance to assist employers in navigating what are frequently multi-disciplinary issues.

Susan counsels management on a host of labor and employment issues, including wage and hour laws, disability and leave management, harassment and discrimination complaints, workplace investigations, reductions in force, litigation avoidance, and discipline and termination questions.

Due to California's nuanced and numerous disability and leave requirements, Susan dedicates much of her practice to advising employers on federal and California requirements for disability accommodation and protected leaves of absence. Importantly, she partners with employers not only on these technical disability and leave laws, but also on practical solutions in handling the same.

Susan also provides guidance to employers on California's challenging wage and hour laws. In addition to day to day advice, she assists with employer audits, compensation plan reviews, and policies in this area.

A seasoned trainer, Susan also conducts training and seminars on employment related issues, including sexual harassment prevention, disability and leave management, wage and hour compliance, and performance management.

Furthermore, Susan has defended employers in employment litigation, including actions involving sexual harassment, discrimination on the basis of sex, age, race, religion, and disability, wrongful termination, and wage and hour matters, including class actions. Susan has litigated matters from inception through the appellate stage before California state and federal courts and represents employers in proceedings before state and federal administrative agencies and tribunals.

In Susan's spare time, she enjoys a long run by the beach or watching her St. Louis sports teams win.

## Honors and Recognitions

- *California Super Lawyers*®, "Rising Stars" (2013-2018)
- *Legal 500 USA*, "Recommended Attorney" (2021-present)

## Published Works

- "California Cities Expand Paid Leave for Employees Dealing with Childcare Closures," *The Society for Human Resource Management* (May 2020) (author)
- "Los Angeles Mayor Approves COVID-19 Paid Sick Leave with Changes," *The Society*

*for Human Resource Management* (April 2020) (co-author)

- “Governor Already Planning Big Changes to California Leave Laws,” *The Society for Human Resource Management* (February 2020) (author)
- “The Governor’s Trailer Bills and Possible Consequences for Employers,” *Daily Journal* (February 2020) (co-author)
- “Despite Snag in Employee Pay Data Reporting, Pay Transparency Marches On,” *Daily Journal* (October 2019) (co-author)
- “Companies With California Employees Face New Harassment Training Requirements in 2019,” *Corporate Counsel* (January 2019) (author)
- “Talent Agencies Required to Provide Anti-Harassment and Eating Disorder Related Education Under New Law,” *Daily Journal* (November 2018) (co-author)
- “Watching the 'Bandwagon Effect' for Mandatory Sexual Harassment Training,” *The National Law Journal* (October 2018) (author)
- “Tips for Complying with California Employment Laws During the Wildfires,” *The Society for Human Resource Management* (October 2017) (author)
- “California Parental Leave Bill Sent to Governor's Desk,” *The Society for Human Resource Management* (September 2017) (author)

## Speeches

- "California COVID Employment Law Updates for 2022 and Beyond" (ACC Southern California) (Webinar, June 2, 2022) (Presenter)
- “Managing Change in the Workplace: Employment Law Considerations in Reopening During COVID-19 and Responding to Social Unrest,” The U.C. Berkeley Haas Alumni Network (HAN) of Los Angeles (September 2020) (co-presenter)
- "California Employment Law Primer for 2020," Association of Corporate Counsel (ACC) Southern California (September 2020) (co-presenter)