



**Judy Juang**  
Special Counsel

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## About

A trusted counselor to employers navigating California's demanding and ever-evolving employment law landscape, Judy Juang brings a practical, compliance-first approach to helping businesses manage their workforce challenges. Judy works closely with HR professionals, in-house counsel, and senior executives to provide strategic, actionable advice on a broad range of workplace issues, including HR law, discrimination and harassment prevention, restrictive covenants, wage and hour compliance, reductions-in-force, and the emerging impact of artificial intelligence on employment practices. She regularly conducts employment investigations, develops and reviews workplace policies, and delivers employee and management training programs designed to minimize risk and promote compliance.

Judy also has extensive experience in traditional labor law, working closely with leaders across industry sectors to develop and drive company-wide strategies for responding effectively to organized labor. She handles unfair labor practice charges, proceedings before the National Labor Relations Board, and union organizing campaigns.

Judy's deep, practical knowledge of real-world labor and employment dynamics allows her to partner with employers—including those in the manufacturing, distribution, restaurant, hospital, construction, staffing, and emerging companies sectors—to address the full range of employment and labor relations challenges they face.

In addition to her counseling practice, Judy is an experienced litigator with a strong record of defending employers in high-stakes single-plaintiff litigation and class or representative actions. She regularly represents clients in federal and state courts, before administrative agencies, and in arbitration. Judy has successfully defended employers against claims of wage and hour violations, discrimination, harassment and retaliation, wrongful termination, and other employment-related claims brought under Title VII, FEHA, PAGA, the ADA, the FMLA, and other state and federal laws, particularly within the staffing sector. She also has extensive experience representing clients in traditional labor disputes involving collective bargaining and unfair labor practices.

A recognized voice on California employment law, Judy is a regular contributor to Kelley Drye's [Labor Days](#) blog, where she covers major developments such as PAGA reforms, wage and hour enforcement trends, California AI-related employment regulations, and traditional labor law developments. She also produces California employment-related client advisories when significant

legislation or court decisions emerge, and has presented on California employment law topics to industry organizations including the Valve Manufacturers Association Board.

Fluent in Mandarin Chinese and having worked as a software engineer for nearly six years, Judy is well positioned to serve and build strong relationships with clients and stakeholders across diverse business environments, including employers who value culturally informed counsel and those facing other technology-driven workplace issues.

## Affiliations

California State Bar Association

### Related Services

Labor and Employment Counseling and Compliance

Employment Litigation

Employment and Employee Benefits

Organized Labor and Labor Relations

### Education

Washington University in St. Louis School of Law, J.D., 2009

- Philip Gallop Award

University of California, Berkeley, B.A., 2000

- Molecular and Cell Biology

### Admissions

California

### Courts

U.S. District Court–Central District of California

U.S. District Court–Northern District of California

### Languages

Mandarin Chinese