



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.

Experience

California Employment Litigation

- Represented an elevator installation and technology services company and two employees in a dispute involving allegations of improper conduct raised by a third-party elevator service provider.
- Represented a global engineering and technology services company in litigation brought by a former employee alleging violations of California wage-and-hour laws.
- Counseled an international trading and distribution company regarding an employment dispute with a former employee.
- Represented a global business process outsourcing provider in employment litigation commenced by a former employee.
- Defended a national construction company against a wrongful termination claim brought by a former employee.
- Defended a global commercial real estate services firm in connection with a non-party deposition of a company representative in third-party litigation. Ongoing representations include securing an order compelling arbitration in a California state court action and defending claims in federal court in Oregon.

California Employment Class Action Defense

- Represented a global information technology services provider in employment related litigation brought by a contractor against the company and its staffing vendor, arising from a subcontracting and workforce staffing relationship.
- Represented a multinational life sciences services company in a putative wage-and-hour class action filed in California state court.
- Represented a national clinical laboratory and diagnostics company in putative class actions filed in Washington state courts, alleging violations of federal and state wage-and-hour laws.

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.

- Philip Gallop Award

University of California, Berkeley, B.A.

- 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