



Monica Sanchez McQueen

Partner

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PRACTICES

Education Law

Employment Law and Litigation

Labor Relations

Litigation

Workplace Investigations

EDUCATION

J.D., University of San Diego
School of Law, 2004

B.A., University of California,
Los Angeles, 2000

ADMISSION

State Bar of California

United States District Court for
the Central District of California

Pronouns: she, her, hers

Monica Sanchez McQueen is a partner in Burke's [Los Angeles](#) office, representing public and private sector clients in labor and employment law matters.

Monica has represented and advised employers on matters involving numerous federal and state law claims, including discrimination, harassment, retaliation, wrongful termination, defamation, leaves of absence, whistleblower violations, freedom of speech, and association, privacy, and wage and hour, including collective and class action suits. In addition, Monica's practice includes representation of [public](#) employers in areas unique to public employment such as due process, disciplinary procedures, the Meyers-Milias-Brown Act, CalPERS, and the Public Safety Officers Procedural Bill of Rights Act and the Firefighters Procedural Bill of Rights Act.

Monica has an extensive counseling practice, focusing on preventive measures of [employment](#) and labor law. In this regard, she has drafted and revised employee handbooks, personnel rules, personnel ordinances, updated specific policies and advised public agencies on the handling of a variety of employment matters. Monica has developed and led comprehensive wage and hour audits analyzing City-wide practices of a broad range of job positions and industries and recommended changes to policies, procedures and collective bargaining agreements to ensure compliance with all aspects of state and federal wage and hour laws. Monica has evaluated and responded to CalPERS' comprehensive pension audit findings of City-wide compensation and reporting practices and developed and implemented policies and procedures to ensure future compliance with CalPERS' rules and regulations.

Monica has represented public agencies in all aspects of labor and has identified issues to bargain, recommended, drafted and responded to proposals, advised lead negotiators and members of bargaining teams, has acted as negotiator for police, fire and miscellaneous unions during labor negotiations, and drafted and oversaw

implementation of labor agreements. In addition to labor negotiations, Monica has extensive experience in handling related labor relations matters, such as grievances, PERB proceedings including unfair practices, unit recognition, unit modification, elections, and unit decertification. Monica has negotiated and drafted employment contracts for high-level employees. She also conducts a variety of workplace trainings for managers and employees on matters such as the prevention of discrimination and harassment, workplace violence and working in the public sector.

While attending the University of California, Los Angeles, Monica interned at the United States Department of Education, in the Office of the Secretary, in Washington D.C. While in law school, she was a member of the San Diego Law Review. She was also the secretary for Phi Delta Phi, a legal honor fraternity, and the Secretary for the Hispanic National Bar Association, Law Student Division. Monica studied at the University of San Diego Institute of International and Comparative Law in Barcelona, Spain and Oxford, England.

PUBLICATIONS

2023 Legal Trends

2022 Legal Trends

2021 Legal Trends

2020 Legal Trends

EEOC Issues Guidance Prohibiting Employers from Requiring COVID-19 Antibody Testing

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2019 Legal Trends

2018 Legal Trends

2017 Legal Trends

Clear as Mud Redux: California Leaves of Absence in the Public Sector

2016 Legal Trends

Answers to Common Employer Questions About Transgender Employees

2015 Legal Trends

2014 Legal Trends

RECOGNITIONS

REPRESENTATIVE MATTERS

- **Alvidres v. City of Alhambra.** Discrimination and harassment

based on race, sexual orientation and disability, retaliation, failure to prevent harassment and discrimination. Settled.

- **Toh v. City of Alhambra.** Wrongful termination, retaliation, and race discrimination. Settled.
- **Hatzbanian v. City of Alhambra.** Wrongful termination, retaliation and race discrimination. Settled.
- **Fong v. City of Alhambra.** Civil rights violations and defamation. Settled.
- **Robert Torrance, et al. v. City of Alhambra.** Wage and hour, FLSA collective action. Settled.
- **Lynda Bertino, et al. v. Pro's Choice.** Wage and hour, class action. Settled.
- **Benshop v. City of Alhambra.** Wage and hour, FLSA collective action. Settled.