

Ameneh K. Ernst

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About Ameneh

Ameneh concentrates her practice on labor and employment law, particularly employment litigation, including workers' compensation defense. She also handles claims under Labor Code section 132(a) and serious and willful misconduct matters. Employers in a variety of sectors, including hospitals, banks, manufacturing, municipalities, and school districts, rely on Ameneh's representation.

With extensive experience in all phases of litigation, she secured an en banc decision in *McDuffie v. Los Angeles County Metropolitan Transit Authority* (2002) 67 CCC 138, from the California Workers' Compensation Appeals Board, which addressed substantial evidence and the duty to develop the record.

Prior to joining Hinshaw, Ameneh was a shareholder at a Southern California firm, representing the Los Angeles Metropolitan Transit Authority. She has also worked as an editor for an international employment law firm, where she covered California appellate decisions and legislation related to employment law.

Ameneh's Affiliations

- California State Bar Association
- Iranian American Bar Association

Areas of Focus

Industries: Banking & Financial Institutions; Education; Healthcare;
Hospitals, Rural Health Systems & Service Providers ; Manufacturing

Services: Employment Litigation; Labor & Employment

Recognition

- Wiley W. Manuel Award, Pro Bono Legal Services

Credentials

Education

Pepperdine University School of Law, JD, 1998

University of California at Los Angeles, BA, *cum laude*, 1995

Bar Admissions

California

Court Admissions

US District Court for the Central District of California

Languages

Farsi

Spanish

Thought Leadership

Publications

- “California Court Overturns Employee’s Jury Verdict in Reverse Discrimination Case,” *JD Supra*, November 25, 2014
- “In California, Who Decides If An Arbitration Agreement Covers Class Arbitration?” *JD Supra*, November 13, 2014
- “California Employer That Did Not Gain Benefit From Employee’s Use of Car Is Not Liable for Accident,” *JD Supra*, November 3, 2014
- “California Supreme Court: Newspaper Carriers Can Proceed With Class Action Challenging Independent Contractor Status,” *JD Supra*, July 2, 2014
- “California Court: Exceeding Break Times and Falsifying Time Records Is Grounds for Disqualification from UI Benefits,” *SHRM.org*, October 1, 2014
- “California Supreme Court Allows Whistleblowing Doctor To Sue Before Exhausting Judicial Remedies,” *JD Supra*, March 28, 2014
- “California Supreme Court: Holding Franchisor Liable as Employer Depends on Level of Control Over Day-to-Day Employment Decisions,” *JD Supra*, August 29, 2014

- “Quit or Retired? It Makes No Difference When It Comes to Paying Final Wages in California,” *SHRM.org*, October 1, 2014
- “California Supreme Court: Undocumented Worker May Recover Lost Wages for Period Up to Employer’s Discovery of Immigration Status,” *SHRM.org*, July 7, 2014

Blog Posts

- California Law Prohibits No-Rehire Provisions in Settlement Agreements, Oct 30, 2019
- U.S. Supreme Court Holds the ADEA Applies to All Public Employers, Nov 11, 2018
- Ninth Circuit Says Age Discrimination Laws Apply to Public Employers of Any Size, Jun 22, 2017