

Melanie L. Ronen

Partner

Long Beach, CA

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Working with clients across a broad array of industries, Melanie Ronen advises on all aspects of employment law, including hiring, promotion, termination, privacy, wage and hour, disability and protected leave, and retaliation and whistleblower issues. She assists with the drafting and review of employment manuals and agreements, ensuring compliance with federal and state employment laws.

Melanie works side by side with employers to provide practical, tailored solutions to the various issues that arise in the workplace. When unavoidable, Melanie defends employers in litigation involving all aspects of employment-related claims.

Melanie handles single-plaintiff and complex employment disputes in state and federal courts and arbitration involving claims related to discrimination, harassment, retaliation, wrongful termination, breach of contract, defamation, trade secret, unfair competition, and wage and hour issues, including class action and Private Attorneys General Act (PAGA) claims.

When complaints arise, Melanie also conducts workplace investigations regarding unlawful or unwanted conduct, including harassment and race, age and gender discrimination. She proactively identifies potential risk and formulates strategies in line with clients' business objectives to mitigate conflict and avoid litigation.

RESULTS

- Succeeded on striking class claims alleging age and gender discrimination brought by a former financial services employee against a broker-dealer in federal court. *
- Preserved a win on a motion for summary judgment on appeal for a multinational financial services company. The action, filed in the U.S. District Court for the Eastern District of Washington, involved an alleged violation of the Washington State Consumer Protection Act. The U.S. Court of Appeals for the Ninth Circuit affirmed the lower court's decision.*

*Includes representations prior to joining Stradley Ronon.

FOCUS

Appellate
Complex Commercial & Class Action Litigation
Employment & Labor
Financial Services Litigation
Litigation
Real Estate Litigation
Securities Litigation & Enforcement
Broker-Dealer

BAR ADMISSIONS

California
Washington

COURTS

U.S. Supreme Court
U.S. Court of Appeals for the Ninth Circuit
U.S. District Court for the Central District of California
U.S. District Court for the Eastern District of California
U.S. District Court for the Northern District of California
U.S. District Court for the Southern District of California
U.S. District Court for the Western District of Washington

EDUCATION

J.D., *Order of Barristers*, University of San Diego School of Law
B.A., Seattle University

MEMBERSHIPS

Member, Board of Directors, Mayor's Fund for Long Beach



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PUBLICATIONS

- Author, "How HR Can Avoid Algorithmic Discrimination When Using AI,"
HR Dive

RECOGNITIONS

- *Los Angeles Business Journal*: Leaders of Influence: Labor & Employment Attorneys (2024)

IN THE COMMUNITY

Melanie was involved with the Long Beach Ronald McDonald House from 2014 through 2022, which provides support to children and families in need in Southern California. She served as secretary of its board of trustees from 2017-19 and was the board's vice president of administration from 2020-21. She currently serves as a member of the board of directors for the Mayor's Fund for Long Beach, a nonprofit serving the city of Long Beach and students in the Long Beach Unified School District.

The logo for Stradley Ronon, featuring the name "STRADLEY" in a serif font above "RONON" in a larger serif font. A stylized "SR" monogram is positioned to the left of the "R" in "RONON".

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