



## Michael W. M. Manoukian

Partner

San Jose

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Michael Manoukian represents employers in a wide range of labor and employment legal matters, including litigation, arbitration and mediation. He also provides advice and counsel to clients in all areas of employment law.

Michael focuses his practice on civil lawsuits and administrative proceedings involving allegations of:

- Wrongful termination
- Employment discrimination
- Sexual harassment
- Retaliation
- Wage and hour
- Breach of contract

Since 2021, Michael has been included in the Best Lawyers: Ones to Watch™ in America for his work in Labor and Employment Law – Management and Labor and Employment Law – Litigation. Prior to joining the firm, Michael was an associate at Littler Mendelson P.C.

### Areas of Focus

#### Services

[Employment & Labor](#)

[Employment Litigation](#)

[Litigation](#)

[Employment Counseling &](#)

[Personnel Management](#)

[Advising](#)

[Class, Collective & PAGA](#)

[Representative Actions](#)

[Discrimination, Harassment](#)

[& Abusive Conduct](#)

[Navigating the New Trump](#)

[Administration: Executive](#)

[Orders & the Changing Legal](#)

[Landscape](#)

#### Sectors

[Restaurant, Food & Beverage](#)

[Retail & E-Commerce](#)

[Industrial & Manufacturing](#)

[Technology](#)

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### Credentials

#### Education

- Santa Clara University School of Law, J.D.

- University of San Francisco, M.A.
- University of California - Davis, B.A.

### Bar Admissions

- California (2015)

### Court Admissions

- 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

### Recognition

- *Best Lawyers in America*®, "Ones to Watch" Labor and Employment Law, 2021-2024
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### Presentations

- Co-presenter, "Welcome to the Wild West: California Employment," Lathrop GPM 2024 Employment & Labor Law Seminar, October 23, 2024 (Minneapolis)
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### Publications

- *"How Can Employers Deal with Threatening Customers?"* quoted in SHRM article, September 5, 2023
  - *Package Of Bills Will Help Victims Of Human Trafficking Find Legal Counsel*, Daily Journal, February 10, 2020
  - *California Enacts Two Laws to Combat Human Trafficking*, SHRM Online, October 9, 2018
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### Professional Activities

- American Bar Association
- Santa Clara County Bar Association
- William A. Ingram American Inn of Court



## Community Involvement

- Marine Raider Foundation, Board Member
  - Board Vice President