



Kay O Aoki

ASSOCIATE

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OFFICE Los Angeles

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Kay Aoki is an associate of Squared's Employment and Labor team and is based in the firm's Los Angeles office.

The primary focus of her practice is employer-side litigation and human resources counseling. Kay is an experienced litigator who is committed to successfully handling her clients' employment, business, and litigation needs.

Kay provides employers with day-to-day human resources counseling and assists in the resolution of various issues that arise in a workplace. She works with employers to develop, revise, and apply practical policies and procedures, including employee handbooks. Kay also provides employers with guidance and counseling on employee onboarding, leave and accommodation issues, workers' compensation issues, negotiation and enforcement of restrictive covenants, unfair labor practices, whistleblower

EDUCATION

University of California Los Angeles, 2010, JD

Brock University, 2007, BS in Marine Biology

BAR ADMISSION

Los Angeles, 2014

issues, wage and hour issues, terminations, negotiation and enforcement of severance agreements, and the negotiation of collective bargaining agreements. She also conducts training on human resources issues to both supervisory and non-supervisory employees on topics including sexual harassment, civility, technology in the workplace, the #MeToo movement, terminations, and leave and accommodation issues.

Kay has extensive experience representing employers in various types of employment and labor claims and litigation before federal and state administrative courts and agencies, including the Equal Employment Opportunity Commission (EEOC) and the National Labor Relations Board (NLRB). She has also participated in arbitrations involving various employment issues and labor grievances. Kay also regularly conducts internal investigations on both employers' behalf and as a neutral third party.

Additionally, Kay litigates various business disputes including breach of contract actions, intentional tort and negligence actions, and various stages of construction disputes, from mechanic's liens to complex litigation. She has litigated construction, premises liability, insurance, hospital, and education matters.

MEMBERSHIPS

Los Angeles Metropolitan Bar Association

American Bar Association

Junior League of Los Angeles

PRACTICE AREAS

Employment

Litigation

Business

INDUSTRIES

Healthcare

Aviation

HONOURS & AWARDS

"20 Under 30" honoree, *417 Magazine*, 2014

ADDITIONAL LANGUAGES

Cantonese



Junior League of ODLA, 2011-2019

Board of Directors, Los Angeles Health Advocacy
Foundation, 2013-2019

Board of Directors, Friends of the Dickerson Park Zoo,
2016-2019

INSIGHTS

Regulatory Crackdown on Ransomware

