



## → Hayley Singer Grunvald

### Partner

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Hayley S. Grunvald is a member of the Firm's Labor and Employment Practice Group and is based in the Firm's Del Mar office

### Areas of Practice

Hayley's practice encompasses all aspects of labor and employment law with a specific focus on employment litigation defense work. She has handled a wide range of litigation matters including wage and hour class actions, single plaintiff actions and State and Federal administrative actions. Hayley also regularly provides counseling to her clients on a wide range of wage and hour issues including drafting policies and procedures, employment agreements, conducting employee trainings and running large scale investigations. In addition to her employment litigation practice, Hayley has a subspecialty in Title III ADA litigation and which involves representing clients in courts across the Country and before various Federal and State agencies. In her Title III practice, Hayley not only focuses on all aspects of litigation but assists her clients in accessibility compliance both as to architectural barriers and website and mobile applications. Hayley also regularly assists in advising on landlord/tenant disputes regarding responsibility for common area accessibility issues, the implementation of policies and procedures to educate and train employees about accessibility laws and regulations and handling large scale Department of Justice and State Attorney General investigations and audits.

Hayley received her B.A. from the University of Minnesota Phi Beta Kappa and her J.D., cum laude, from California Western School of Law, where she was Editor in Chief and a member of the California Western Law Review and attended on a full academic scholarship. Prior to joining the Firm, Hayley spent approximately two years as a judicial law clerk in the United States District Court for the Southern District of California.

### Honors

Women of Influence in Law, *San Diego Business Journal*, 2021

Received a scholarship for academic merit both at California Western School of Law and as an undergraduate at the University of Minnesota

Received All Big Ten Academic honors and received the "Top Five" award for possessing the highest GPA among women's Division I athletes at the University of Minnesota

### Articles

- Eye on Privacy: 2023 Year in Review  
01.26.2024

## Labor & Employment Law Blog Articles

- "EEOC Releases Updated Guidance on Visual Disabilities in the Workplace," August 22, 2023
- "No Brinker Decision Yet But Another Favorable Meal And Rest Break Decision For Employers," May 12, 2011
- "Employees' Expectations of Privacy Limited When Using Company-Issued Electronic Devices," June 23, 2010
- "National Labor Relations Board Cannot Make Decisions With Only Two Board Members," June 23, 2010
- "Employers Should Be Careful In Defining Holiday Premium Pay", June 12, 2008
- "Employers Beware - Violence at Work is Everyone's Problem", May 30, 2007
- "Caution: Take a Second look at Your Independent Contractors", May 22, 2007

## Privacy & Cybersecurity: Eye on Privacy Blog

- "The Rough Waters of Website Accessibility," March 20, 2023

## Retail Law Blog Posts

- "Website Accessibility Litigation Continues to be Costly and There is No Easy Fix," April 5, 2023

## Events

Tips for Navigating ADA Litigation and Mitigating the Risks of ADA Claim  
Webinar, 04.12.2023

Retail's Top 5 Legal Trends & Issues Webinar  
05.09.2019

Labor and Employment Law: Mid-Year Update 2008 - San Diego  
Breakfast With Your Labor Lawyer  
San Diego Marriott Mission Valley, 09.23.2008

## Podcasts & Webinars

Tips for Navigating ADA Litigation and Mitigating the Risks of ADA Claims  
04.12.2023

## Practices

Labor and Employment

## Education

J.D., California Western School of Law, 2003, *cum laude*, Editor in Chief and member from 2000 to 2003 of the *California Western Law Review*

B.A., University of Minnesota, 2000, *Phi Beta Kappa*, member of the Women's Cross Country and Track and Field teams from 1996 to 2000, captain of the Cross Country team in the 1999-2000 season

## Clerkships

Judicial law clerk to the Honorable Barbara L. Major of the U.S. District Court for the Southern District of California, January 2004 to August 2005

Judicial extern to the Honorable James F. Stiven of the U.S. District Court for the Southern District of California

## Admissions

California

U.S. District Courts for the Southern, Central, Eastern and Northern Districts of California