



PARTNER

# Cynthia M. Germano

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☎ (951) 826-8232    📍 Riverside



Cynthia Germano has more than 30 years of experience working in partnership with public and private employer clients. She advises clients on all aspects of employee relations on a daily basis, and defends against claims and lawsuits brought in administrative and judicial forums. Cynthia is a partner in Best Best & Krieger LLP's Labor & Employment practice group, the managing partner of the firm's Riverside office and a former member of the firm's Executive Committee.

Cynthia works hand-in-hand with her clients to manage every aspect of employee relations. She provides daily advice to human resource personnel on issues such as discipline and terminations, responding to employee grievances and complaints (including harassment, discrimination and retaliation complaints), managing leave requests, interactive process meetings and accommodation issues, and wage and hour questions. Cynthia assists public employers with the negotiation of collective bargaining agreements and the administration thereof, as well as responding to unfair practice charges. She also prepares policies, employee handbooks and employment agreements, and regularly develops and provides training on various employment related topics to her clients and to various community groups.

Cynthia has also litigated cases for public and private employers throughout her career. She regularly defends employers before administrative bodies, and

## CORE PRACTICES

- Labor & Employment
- Labor & Employment Litigation
- Labor Negotiations & Other Union Matters
- Municipal Law
- Public Agency Labor & Employment
- Wage & Hour Law
- Workplace Safety
- Business

in state and federal court in every conceivable action or lawsuit (including jury and non-jury trials) arising out of the employment relationship, including claims of discrimination, harassment, and retaliation, claims based on disability and leave discrimination, claims for wrongful termination and breach of contract, claims for unpaid wages, and writs filed by public employees.

Cynthia lives on a ranch in Norco with her family, their dogs, horses and an adorable mini donkey.

### Thought Leadership

#### Publications

- “New Labor Laws Affecting Businesses Take Effect in 2014,” *Press Enterprise*, Dec. 31, 2013
- “New Labor Laws Impacting Business Owners,” *Press Enterprise*, Dec. 30, 2012
- “California Supreme Court Clarifies Law on Meal Breaks,” *Press Enterprise*, April 22, 2012

#### Presentations

- "Labor & Employment Law: What Changed in 2017," BB&K Webinar, Jan. 9, 2018
- "Annual Labor & Employment Update," BB&K Webinar, Dec. 8, 2016

## EDUCATION & ADMISSIONS

### Education

Loyola Law School, J.D.

Whittier College, B.A., magna cum laude

### Bar Admissions

California

## LANGUAGES

English