

PARTNER

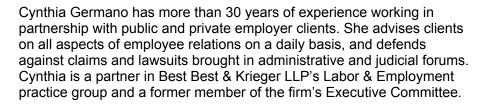
Cynthia M. Germano

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4 (951) 826-8232



Riverside



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 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



CORE PRACTICES

Labor & Employment

Labor & Employment Litigation

Labor Negotiations & Other Union Matters

Municipal Law

Public Agency Labor & Employment

Wage & Hour Law

Workplace Safety

Business

EDUCATION & ADMISSIONS

Education

Loyola Law School, J.D.

Whittier College, B.A., magna cum laude

Bar Admissions

California

• "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