



Stephanie J. Lowe

Associate | San Diego

slowe@lcwlegal.com

Tel: 619.481.5902

EXPERIENCE

Stephanie provides representation and legal counsel to public entities and educational institutions in matters pertaining to employment law, labor law, and education. Stephanie's practice includes advising clients on employment policies and providing litigation and arbitration support in a multitude of employment-related matters, including hiring, discipline, discrimination, disability, harassment, and retaliation. Stephanie has extensive experience advising employers throughout the state on the Affordable Care Act, California's Paid Sick Leave law, California's Kin Care Leave, Family and Medical Leave Act, and California Family Rights Act. Stephanie has an extensive wage and hour practice and litigates wage and hour disputes.

Stephanie works with many private school clients on a wide range of matters, including enrollment agreements, employment contracts, student/parent handbooks, student immunizations, leaves, the interactive process, disciplinary issues, and wage and hour issues.

Stephanie also conducts investigations involving the full range of workplace issues, including harassment, discrimination, breach of contract, theft, and misconduct. As part of the firm's extensive training group, Stephanie frequently presents workshops on sexual harassment, ethics, discipline, mandated reporting, and supervisory skills.

Prior to joining Liebert Cassidy Whitmore, Stephanie worked with the UC Hastings Civil Justice Center where she advocated on behalf of underprivileged clients regarding matters such as wage and hour and unemployment insurance disputes. Additionally, she served as a judicial extern for The Honorable Thomas J. Whelan, United States District Court, San Diego.

Stephanie graduated magna cum laude from the University of California, Los Angeles and received her J.D. from the University of California, Hastings College of the Law. During law school, Stephanie was a Senior Articles Editor of the Hasting Women's Law Journal and worked as a law clerk in Liebert Cassidy Whitmore's San Francisco office. She also studied abroad at Bucerius Law School in Hamburg, Germany.

EDUCATION

BA, University of California, Los Angeles

JD, University of California, Hastings College of Law

LEGAL EXPERTISE

Employment Law
Wage & Hour
Litigation Services
Public Safety

Private Education
Retirement, Health & Disability
Audit Services
Investigations
Affordable Care Act

PUBLICATIONS

Use It, Don't Lose It! Everything Your Public Agency Needs to Know About Notifying Employees of the Deadline for Using Flexible Spending Account Funds, Oct 29, 2019

Deadline For Reporting Out-of-Class Appointments to CalPERS Is Fast Approaching: Are You Ready?, Jul 24, 2018

CalPERS Reduces Amortization Period with Impacts to Employer Contribution Rates, Mar 1, 2018

To Be or Not to Be an Adverse Employment Action - What is Paid Administrative Leave?, Nov 21, 2017

Disaster and Medical Relief Workers: How to Compensate Public Employees Deployed to Help Others, Oct 10, 2017

Is Your Public Agency Aware of These Lesser Known Job-Protected Leaves?, Jun 5, 2017

When Retirees Earn Post-Retirement Income, Is Your Agency Responsible for Their Increased Costs to Medicare?, Oct 11, 2016

Should We Still Call It "Kin Care"? - SB 579 Expands Labor Code Section 233's Sick Leave Protections and Modifies Child-Related Activities Leave Under Labor Code Section 230.8, Aug 18, 2016

Governor Brown Signs New Vaccination Bill, SB 277, Into Law - What Public Schools Need to Know, Jun 1, 2016

Governor Brown Signs New Vaccination Bill, SB 277, Into Law - What Private Schools Need to Know, Jun 1, 2016

Court of Appeal Hears Oral Arguments on Scope of PERB's Factfinding Procedures (AB 646), Mar 15, 2016

Dating in the Workplace: Roses are Red, Violets are Blue, If Coworkers Date, You Might Be Sued, Feb 18, 2016

IRS Extends Affordable Care Act Reporting Deadlines, Jan 4, 2016

President Obama Postpones Cadillac Tax and IRS Releases Further Guidance on the Affordable Care Act - Everything Public Employers Need to Know, Jan 4, 2016

President Obama Postpones Cadillac Tax and IRS Releases Further Guidance on the Affordable Care Act - Everything Private Employers Need to Know, Jan 4, 2016

UPDATE - Clean-Up Legislation for California's New Paid Sick Leave Law (AB 304) Signed into Law - Everything Public Education Districts Need to Know, Jul 14, 2015

UPDATED: Questions and Answers about California's New Paid Sick Leave Law (AB 1522) for

Public Education Districts, Jul 14, 2015

UPDATED: Questions and Answers about California's New Paid Sick Leave Law (AB 1522), Jul 14, 2015

UPDATED: Questions and Answers about California's New Paid Sick Leave Law (AB 1522) for Private Schools, Jul 14, 2015

UPDATE - Clean-Up Legislation for California's New Paid Sick Leave Law (AB 304) Signed into Law - Everything Private Schools Need to Know, Jul 14, 2015

UPDATE - Clean-Up Legislation for California's New Paid Sick Leave Law (AB 304) Signed into Law, Jul 14, 2015

Clean-Up Legislation for California's New Paid Sick Leave Law is Forthcoming in Early July, Jun 29, 2015

California's New Paid Sick Leave Law Provides Employees With Paid Sick Days Effective July 1, 2015, Sep 11, 2014

PRESENTATIONS

A Guide to Implementing Public Employee Discipline, West Inland Empire ERC, Webinar, Mar 18, 2021

A Guide to Implementing Public Employee Discipline, Napa/Solano/Yolo ERC, Webinar, Mar 18, 2021

The Art of Writing the Performance Evaluation, Central Valley ERC, Webinar, Feb 17, 2021

A Guide to Implementing Public Employee Discipline, North State ERC, Webinar, Jan 20, 2021

A Guide to Implementing Public Employee Discipline, South Bay ERC, Webinar, Jan 20, 2021

Respectful Workplace: Preventing Workplace Harassment, Discrimination and Retaliation, City of Carlsbad, Carlsbad, Dec 8, 2020

The Art of Writing the Performance Evaluation, Mendocino County ERC, Webinar, Nov 5, 2020

The Art of Writing the Performance Evaluation, Gateway Public ERC, Webinar, Nov 5, 2020

Labor Law & Personnel Practices Amid a Pandemic, City Attorney's Association of San Diego CAASD, Webinar, Sep 24, 2020

Respectful Workplace: Preventing Workplace Harassment, Discrimination and Retaliation, City of Carlsbad, Carlsbad, Sep 15, 2020

Leaves, Leaves and More Leaves, CAIS Consortium, Webinar, Sep 1, 2020

Respectful Workplace: Preventing Workplace Harassment, Discrimination and Retaliation, City of Carlsbad, Carlsbad, Jun 23, 2020

Preventing Workplace Harassment, Discrimination and Retaliation and Mandated Reporting, City of Carlsbad, Carlsbad, Jun 13, 2020