Employment Law Digest

Presented by Sloat Law Group

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Karen Sloat Named to List of "Top Women Lawyers" in California

Daily Journal
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TOP WOMEN LAWYERS
2025

Her bedground in theire arts contri- stituted the majority of the potential



KAREN J. SLOAT SLOAT LAW GROUP, APC EMPLOYMENT LAW PALM DESERT

aren Sloet has practiced law for 37 years, founding a firm that operates on principles that set it spert in the legal profession. Admitted to the firm of the profession and the firm of the profession and the proposed its path to law began after college when she worked as a clerical employee in law offices.

"I was drafting so many documents if them in various practice areas, with spee and accuracy, that I told myself I coumake twice the salary if I went to is school," Stoat said. do to her courtroom presence. "My of the training prepared me to be conrated possed in stressful sutuations, c on my feet, and to speak clearly with confidence in court," she noted, described to the court, she noted, Group, to implement her vision of legal court of the court of the court of the court of group, to implement her vision of legal court of the court o

stablished her own practice, Sloat tor. When the cli say, to inejement her vision of legal in 1020S, Sloat or s. Her firm operates under the "Cur client died Curries for clients while pursuing selling his poor s is with core values of Integrity, exly, iteraticisal community and surfly. Bestlet the defi attorneys are driven by money multiple attorney coess, over actually empathizing or clients light and working in seasoeding 25.5 in

with the client's plight and working in the best interests," Sloat said. "A seek to understand our clients and met ut capital." Justice for them." a a recent case, Sloat defended a land caping company against a complex clar ction involving nearly 1,200 employs the potential liability was more than 8

he potential liability was more than mes the eventual confidential set seet, which was reached after two yet (Flagation, Lizarrage disuna v. Vint secciates, inc., CVR2200103 (Rivers uper, Ct., filed Jan. 10, 2022). Lizarra ssuna v. Vintage Associates, inc., CVV 200100 (Riverside Super, Ct., filed J , 2022). he case centered on the compar

The case centered on the compa ime-keeping practices. Through nese and testing, Sloat's team demonstra that the employer's rounding syst consistently favored employees. Sho before mediation, the plaintiff drop claims related to rounding — which c stituted the majority of the potential damages. In another significant case, Sloat represented an cider worker who hadn't received wages for over a year and was misclassified as an independent contractor. When the cilent died from COVID-19 in 2020, Sloat continued the fight.

"Our client clied in 2020 from COVID-19, selling his poor spouse on his deathway to keep fight for his money." Steat said Despite the defendants cycling through multiple attorneys and filing frivolous appeals, the court awarded damage exceeding \$2.5 million, plus interest. The collect the judgment through bankruptcy proceedings in Traus.

Stoat identifies mentorship as a growing concern in the legal profession. She has guided many young attorneys and advocates for chility and effective communication.

"Il encounter younger litigators who be-

procedure or a position that should be negotiated, she observed Reflecting on her practice area, Stouviews employment law as consistent relevant. "Employment law is like en an nuity -- we will always have employed and employers who need legal course on the law and there will always be labo law disputes to handle." We are thrilled to announce that Karen Sloat was recently named to the Daily Journal's list of Top Women Lawyers for 2025. The Daily Journal is one of California's leading legal publications, and only 25 women lawyers were selected for this prestigious honor. Karen was recognized for both the quality of her legal work and her myriad contributions to the community. To read the full profile of Karen that appeared in the Daily Journal click on the image of the story to the left.

What You Need to Know About New Federal Policies



Federal policies under the current U.S. administration are having a significant impact on employers, and how companies do business. California companies need to be prepared to adjust to and comply with the rapidly changing laws and understand how new policies affect their workplace. Here is an overview of some of the things you need to know, and how to best position your company for continued success. Read our latest blog post, which covers:

- Immigration and Hiring
- DEI & Anti-Discrimination
- Independent Contractors
- Non-Profits

Free Resources for Employers from Sloat Law Group

Did you know that Sloat Law Group has ready-to-use resources for small businesses? Here are links to just a few, but check our website frequently - we are always adding & updating!

Checklist: Preparing for Unannounced Workplace Immigration Raids

New Employee Hiring Packet



As Seen in the Daily Journal:

Recently, Sloat Law Group Partners Karen J. Sloat and Michelle M. Wolfe had bylined articles published in the Daily Journal; Subscribers: Click on the links below to read their articles.

- July 11: How politics are quietly rewriting your employee handbook by Karen J. Sloat
- July 31: Seasonal hires, year-round rules: A legal guide for California employers by Michelle M. Wolfe

Congratulations to the 2025 Palm Desert Area Chamber of Commerce's Business Award Winners



Ambassador of the Year: George Thomstad

Board Member of the Year Mike Hardin

Business Owner/Entrepreneur of the Year
Pete Anderson - Desert Luxury Pools

Citizen of the Year Erin Hyland

City of Palm Desert Award of Excellence Randy Chavez - Director of Public Works

Community Champion Award
Palm Springs Animal Shelter

Healthy Living AwardBodymetRx

Hidden Gem Award La Provence Patisserie & Cafe

Non-Profit Excellence Award United Cerebral Palsy of the Inland Empire

Outstanding Customer Service Desert Willow Golf Resort

Planet Saver Award Burrtec

Rising Star Business Award Resort Carpet and Tile Care

Stronger Together Award JW Marriot Desert Springs Resort & Spa

The Sloat Law Group team had an incredible evening at the PDACC Annual Business Awards in July! We were honored to be nominated for the Community Champion Award, and even more proud that Karen Sloat was nominated for Business Owner/Entrepreneur of the Year. We wish a heartfelt congratulations to all of the honorees, and are proud to work in a community with so many extraordinary businesses and talented business leaders.

SLG is on LinkedIn



Have you followed our new LinkedIn page yet? We regularly post video updates, articles and other information and resources relevant for all employers in California. <u>Click here</u> to follow us or visit us at https://www.linkedin.com/company/sloatlawgroup.