



## Monna R. Radulovich

Monna R. Radulovich is a Partner in the firm's Bay area and San Diego offices, focusing her practice on labor and employment law.

Ms. Radulovich counsels employers regarding a variety of labor and employment law issues, including compliance with applicable labor relations statutes and labor agreements, employee disciplinary matters, disciplinary due process obligations, employee and/or union grievances, matters involving the Fair Labor Standards Act, disability accommodations under California and Federal law, leave of absences under the Family and Medical Leave Act and related California laws, privacy rights, free speech issues, as well as the numerous labor and employment laws governing California employers. She also revises and prepares the personnel policies and employee handbooks of our clients.

Ms. Radulovich has served as chief spokesperson in a variety of labor negotiations, and represents employers in grievance and disciplinary arbitrations, and unfair practice and representation matters before the California Public Employment Relations Board.

She has represented employers in state and federal court actions involving employment discrimination, sexual harassment, the Fair Labor Standards Act, Section 1983, and wrongful termination.

Ms. Radulovich has conducted a variety of workplace investigations, including complaints regarding harassment, discrimination, retaliation, theft, favoritism and abusive conduct. Her easy demeanor and knowledge of the law lead to effective investigations.

Ms. Radulovich has given management training programs on a variety of issues including unlawful workplace harassment, the requirements of California and Federal family leave laws, the privacy and First Amendment free speech rights of public employees, controlling overtime liability under the Fair Labor Standards Act, the disability accommodation process, and investigating complaints of discrimination, harassment and other employee misconduct. She has been a speaker at CalPELRA, CalGovHR, Public Employers' Labor Relations Association of California, the State Bar of California, the League of California Cities, and the International Public Management Association for Human Resources.

She also has authored articles on the salary basis test under the Fair Labor Standards Act, issues involving drug testing of public employees, the workplace implications of the legalization of marijuana, and a white paper concerning California's pregnancy disability leave laws published by BNA.Ms.

Ms. Radulovich is a member of the Labor and Employment Law Section of the California Lawyers Association.

### Monna R. Radulovich

Partner

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BAY AREA

510-337-2810

### PRACTICE AREAS

Labor & Employment

Litigation

### EDUCATION

UNIVERSITY OF CA, BERKELEY  
JD 1985

UNIVERSITY OF CA, SANTA  
BARBARA  
BA 1982  
with Honors



## Monna R. Radulovich

### *Representative Matters:*

#### Workplace Investigations

Conducted numerous workplace investigations, including complaints regarding sexual harassment, gender discrimination, race discrimination and harassment, sexual orientation harassment, disability discrimination and harassment, retaliation, abusive conduct, favoritism, and other violations of agency policies

#### Labor Negotiations

- Chief spokesperson in labor negotiations in which agreements were reached successfully with bargaining units represented by LIUNA, SEIU and a local employee association
- Conducted meet and confers on behalf of public agencies on issues relating to changes instituted as a result of the COVID pandemic

#### Labor Relations and Administrative Proceedings

- Obtained pre-complaint dismissal of a PERB charge alleging unlawful union discrimination
- Obtained a pre-complaint dismissal of a PERB charge alleging an unlawful unilateral change
- Obtained dismissal of a union request that PERB seek injunctive relief relating to dispute between rival unions and alleged employer favoritism
- Obtained dismissal, pre-complaint, of a variety of PERB charges relating to a union recognition petition
- Obtained dismissal, after a PERB hearing, of alleged unilateral changes relating to health benefits and the elimination of the employer paid member contribution
- Successfully convinced PERB to seek injunctive relief concerning a strike that threatened public health and safety
- Obtained favorable rulings in disciplinary and grievance arbitrations

#### Labor and Employment Law Advice

Assisted public agency clients with day-to-day labor and employment issues, including:

- Responding to grievances under the labor agreement
- Meet and confer obligations
- Disability reasonable accommodation requests
- Interpretation of and compliance with applicable labor agreements
- Proposed employee discipline, including Skelly due process obligations
- Leave of absence requests

**ADMISSIONS**  
State Bar of California  
US District Court, Northern, CA

**AFFILIATIONS**  
Labor and Employment Law  
Section of the California Lawyers  
Association

## Monna R. Radulovich

- Fair Labor Standards Act compliance
- Review of employee handbooks
- Employment Agreements