

People



Mishell Parreno Taylor

Partner, Labor and Employment

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Mishell Parreno Taylor focuses her practice on employment litigation in federal and state courts and administrative agencies across the country. Mishell partners with stakeholders in organizations of all sizes, ranging from local to global corporations on a broad spectrum of employment law issues, including defending clients against individual and class-wide claims of discrimination, harassment, wrongful termination, and retaliation. Additionally, she handles both individual and class action/California Private Attorney General Act (PAGA) wage and hour litigation in matters involving claims of missed meal and rest periods, unlawful deductions, misclassification, expense reimbursement, and off-the-clock work.

Mishell uses her deep multijurisdictional employment litigation experience to counsel clients in workplace crisis management and prevention. She has served as the key negotiator in high stakes workplace negotiations including exiting executives during threatened litigation. She conducts and oversees sensitive employee investigations involving post #metoo claims of harassment, inappropriate conduct, and whistleblower claims. Mishell has been the go-to business partner for organizations on COVID-19 workforce response, including compliance with government-related restrictions across the globe, managing remote workers, reorganizations, evolving workplace safety related issues, and unemployment insurance and leave requirements under state and federal emergency legislation created during the pandemic.

Mishell further distinguishes herself with her ability to handle employment compliance and litigation in circumstances involving multilingual and multicultural human capital across the globe. As a native Spanish-speaker, she appreciates the cultural differences and nuances inherent when communicating with Spanish-speaking employees. Mishell is also focused on helping organizations build workplaces of the future through collaborating with global clients to develop innovative solutions for achieving diversity, equity, and inclusion objectives. She also serves as a trusted advisor to clients on a wide range of employment related issues across California and Texas, including counseling on hiring/onboarding procedures,

Areas of Experience

Labor and Employment
 Employment Litigation
 Employment Administrative Claims Defense
 Wage and Hour
 Staffing Law

Education

J.D., University of Houston Law Center, 2003, *Houston Business and Tax Law Journal*, Articles Editor
 B.A., University of Houston, 1999, cum laude

Admissions

Bars

California
 Texas

Courts

U.S. Court of Appeals, Eighth Circuit
 U.S. Court of Appeals, Ninth Circuit
 U.S. District Court, Eastern District of California
 U.S. District Court, Southern District of California
 U.S. District Court, Southern District of Texas
 U.S. District Court, Eastern District of Arkansas
 U.S. District Court, Western District of Arkansas

Languages

Spanish

Related Content

Akerman Hosts Annual Labor and Employment Law Summit
 May 02, 2024

Mishell Parreno Taylor Named Diversity Champion
 by *Houston Business Journal*
 March 27, 2024

testing, developing workplace policies and practices, anti-harassment/discrimination compliance and training, wage and hour compliance, leave administration, and termination decisions.

Mishell Parreno Taylor and Jamel Greer Named Los Angeles Business Journal's 2024 Leaders of Influence List
January 31, 2024

Notable Work

PAGA and Employee Rights Claims: Successfully obtained early dismissal of PAGA, class, and employee rights claims in California and Texas for global restaurant brand client based on joint-employer defense theories.

Appeal for Major U.S. Airline: Successfully obtained Ninth Circuit Court of Appeals decision affirming order granting Motion for Summary Judgment on behalf of a major U.S. airline.

Race Discrimination and Retaliation Claims: Successfully litigated an all-defense verdict on behalf of a global defense contractor in the Southern District of California involving claims of national origin and race discrimination and retaliation.

Wrongful Demotion and Retaliation Arbitration: Obtained an all-defense award for a large educational institution following a two-week arbitration involving claims of wrongful demotion and retaliation against a major San Diego employer and several of its executives.

Published Work and Lectures

- *Law360*, Quoted, "How To Get Creative For Nursing Break Compliance," October 2, 2023
- *Law360*, Quoted, "Separating Fact From Fiction As DEI Critics Step Up Attacks," September 11, 2023
- *Law360*, Quoted, "4 W&H Issues To Watch This Fall," August 24, 2023
- *Law360*, Quoted, "Employer-Side Attys Want Clarity After High Court Decisions," August 7, 2023
- *Law360*, Quoted, "5 Major Wage & Hour Rulings So Far In 2023," June 29, 2023
- *Wall Street Journal*, Quoted, "What Does the New Breastfeeding Law Mean for U.S. Employers?" June 28, 2023
- HNBA/BMA "El Encuentro en México," Speaker, "Women Leading the Legal Profession," June 16, 2023
- Akerman Labor & Employment Law Summit, Co-Moderator, "Pay Equity and Data Transparency: Essential Considerations for Elevating Diversity, Equity, and Inclusion in the Workplace," May 4, 2023
- HNBA/VIA Corporate Counsel Conference, Moderator, "Elevating Our Collective Latinidad and Recognizing our Hues – How Understanding the Impact of Colonialism and Colorism on Our Multifaceted Identities Can Help Shape a More Inclusive Future," March 11, 2023
- University of Houston Law Center, Speaker, Dean's Diversity Dialogue: Texas Latinx Big Law Partner/General Counsel Summit, September 28, 2022
- Hispanic National Bar Association Annual Meeting, Panelist, "Latina Commission Plenary: *Dobbs v. Jackson* - Impact on Latinas," September 9, 2022
- *SHRM Online*, Co-Author, "Experts Share DE&I, Training Forecasts for 2022," January 6, 2022
- *#evolve magazine*, Co-Author, "Toeing the Line," November 2, 2021

- 2021 Houston Employer Conference, Speaker, October 26, 2021
- *Bloomberg Law*, Co-Author, “Turning Pandemic Burnout Into Diversity, Equity, & Inclusion Opportunities,” June 20, 2021
- *Bloomberg Law*, Co-Author, “Turning Pandemic Burnout Into Real Opportunities for Change,” June 28, 2021
- San Diego Women’s Week Webinar, Speaker, “Navigating Bias and Embracing Inclusivity,” March 19, 2021
- Hispanic National Bar Association, Pearls of Wisdom, Women’s History Month, Speaker, “Latinas in the Law,” March 11, 2021
- Otay Mesa Chamber of Commerce Webinar, Speaker, “2021 Legal Update,” January 28, 2021
- Hispanic National Bar Association Webinar, Speaker, “The Inclusion Project: Building a Successful D&I Program,” January 13, 2021
- North San Diego Business Chamber Webinar, Speaker, “How Women Lead When ‘Shift’ Happens,” October 29, 2020
- *TLNT*, Author, “Fairly and Effectively Managing in the New World Order,” June 8, 2020
- Otay Mesa Chamber of Commerce Webinar, Speaker, “COVID-19: Sick and Family Leave Regulations,” April 8, 2020
- *TLNT*, Author, “3 Considerations for Managing Remote Workforces Beyond the Pandemic,” May 28, 2020
- *SHRM Online*, Author, “San Diego Requires Temperature Checks,” May 28, 2020
- *Risk Management Magazine*, Co-Author, “Post-Disaster Workforce Considerations for Employers,” January 29, 2020
- *SHRM Online*, Author, “Today’s Affinity Groups: Risks and Rewards,” October 11, 2019
- North San Diego Business Chamber, Speaker, “The Drama-Free Workplace: How You Can Prevent Unconscious Bias, Sexual Harassment, Ethics Lapses, and Inspire a Healthy Culture,” July 24, 2019
- Executive Employer® Conference, Speaker, “Here, There and Everywhere: International Sexual Harassment Laws and the Evolving Impacts of #MeToo, #StandUp and Beyond,” May 9, 2019
- *Wolters Kluwer*, Author, “#MeToo and How It May Impact You Too Across Latin America,” December 1, 2018
- Fourth Annual Conference in Monterrey, Speaker, “Sexual Harassment and #MeToo,” November 15, 2018
- *Global Trade Magazine*, Co-Author, “NAFTA 2.0,” November 7, 2018
- Latina Success Conference MANA of San Diego, Speaker, “Speak Up: Finding Your Voice in the #MeToo Era,” October 8, 2018
- Otay Mesa Chamber of Commerce, Speaker, “Legal Update on Labor and Employment Laws Critical to Any Size Business,” October 4, 2018
- 4a Conferencia Anual en Colombia, Speaker, “Sexual Harassment and #MeToo,” September 26, 2018
- *TLNT*, Co-Author, “A Look at the #MeToo Movement’s Impact In the US, Brazil and the UK,” August 8, 2018
- Hispanic National Bar Association, Speaker, “Leading Edge Employment Law: Emerging Trends In Pay Parity Litigation and Enforcement,” March 17, 2018
- *SHRM Online*, Author, “California Employers Must Note Expansive Anti-Discrimination Rules,” September 5, 2017

- *Workforce*, Author, “Hurricane Harvey Shows the Need for Employer Communication and Empathy,” August 31, 2017
- *TLNT*, Author, “After Hurricane Harvey, Here’s What Employers Must Do,” August 30, 2017
- *SHRM Online*, Author, “4 Wage and Hour Challenges for California Employers,” August 22, 2017
- *SHRM Online*, Author, “4 California-Specific Leave Challenges for Employers,” August 9, 2017
- *LexisNexis*, Chapter Co-Editor, Chapter 3: The California Employer, “Statutory Rights under California Law,” 2009

Affiliations

- *Law360*, Employment Authority Wage and Hour Editorial Board, 2023
- American Bar Association, Member
- Hispanic National Bar Association, Member
 - Latina Commission, Vice Chair, 2022-2023
 - HR Committee, Chair
- National Employment Law Council, Member
- San Diego Bar Association, Member
 - Labor and Employment Section
 - International Law Section
- San Diego La Raza Lawyers Association, Member
- State Bar of Texas, Pro Bono Committee, Member

Honors and Distinctions

- *Houston Business Journal*, 2024, Diversity Champion Honoree
- *Los Angeles Business Journal*, 2024, “Leaders of Influence: Minority Attorneys”
- *Houston Business Journal*, 2022, Women Who Mean Business, Listed as an “Outstanding Business Leader in Law”
- University of Houston Law Center (UHLC) Alumni Association Private Practice Achievement Award, Recipient
- *The Daily Transcript*, Named one of the “50 Influential Leaders in San Diego,” 2020
- Golden Key National Honor Society, Member