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ADR INSIGHTS

Staying Current in California Employment Law **By Phyllis W. Cheng, Esq.**

Employment law remains one of the most dynamic legal fields in California, with constant legislative and judicial developments. In 2025 alone, the Governor signed over 100 employment-related bills into law, with hundreds more under consideration. Each week, state and federal appellate courts release a steady stream of decisions affecting key areas such as arbitration, discrimination, harassment, retaliation, wage-and-hour issues, PAGA claims, and whistleblower protections—many of which are later reviewed by higher courts.

Given this rapid pace of change, it is crucial for both litigators and neutrals to stay informed, whether practicing in court or engaging in alternative dispute resolution.

For more than 20 years—first through the State Bar of California and now via the California Lawyers Association's Labor and Employment Law Section—I have issued near-daily Case Law Alerts. These cover newly published decisions from California appellate courts, the Ninth Circuit, and the U.S. Supreme Court, as well as just signed legislation. Often these alerts are distributed well before major legal news outlets report on them. While Section members can opt in to receive them, anyone may subscribe free of charge by contacting me directly or emailing LaborLaw@CLA.Legal.

Additionally, for over two decades, I have authored a bi-monthly column in the California Labor & Employment Law Review, focusing on employment cases pending before the California Supreme Court. This column is available through my profile on the ADR Services, Inc. website.

I hope these resources continue to support and enhance your practice in this fast-evolving area of law.



Phyllis W. Cheng, Esq.

Phyllis W. Cheng is an accomplished mediator and strategic problem-solver, serving on the neutral panels of ADR Services, Inc., the California Court of Appeal (Second and Sixth Appellate Districts), and the U.S. District Court for the Central District of California. A 2024 Fellow of The College of Labor and Employment Lawyers, she previously led the Mediation Practice Group at the Central District for four years, and has been featured in the Daily Journal's Resolution Issue cover story and virtual mediation article.

Contact Phyllis Directly

Profile

Resume

Over her distinguished career, Ms. Cheng has successfully resolved a broad spectrum of disputes—including employment, wage-and-hour, civil rights, class actions, Title IX, and appellate matters—for individuals, businesses, and public agencies. Prior to her full-time mediation practice, she was a Partner at DLA Piper, Of Counsel at Littler Mendelson, and an Associate at Hadsell & Stormer, where she honed her expertise in employment and civil rights law.

