

Snell & Wilmer



Gina L. Miller

Partner | Orange County

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Main Bio

Gina Miller's practice is focused in all aspects of labor and employment litigation and counseling including defending employers in federal and state courts and administrative industries. Her litigation experience includes complex wage and hour class actions, as well as single plaintiff lawsuits in the areas of discrimination, wrongful termination, retaliation, harassment and breach of contract. She has also represented clients before the Labor Commissioner and the Equal Employment Opportunity Commission (EEOC), as well as handling pre-trial litigation including discovery, depositions, motion for summary judgment hearings, and TRO proceedings. Gina provides counseling for employers of all sizes concerning employment policies and practices including employee handbooks, arbitration and employment agreements, COVID-19 policies, wage and hour and vacation policies, and leaves of absence. Gina has also taken multiple cases through jury verdict and first-chaired several of those jury verdicts. As lead trial counsel, she filed and argued motions in limine, drafted and conducted voir dire, drafted witness outlines and cross-examined witnesses, conducted direct examination of both lay and expert witnesses, and presented opening and closing statements. She has also tried several bench trials.

Education

- University of San Diego School of Law (J.D.)
 - Student Bar, Member
 - Research Assistant for Professor Roy O. Brooks
 - Law Office of Stanwood Johnson, LLP, Extern
- Westmont College (B.A., Communications)
 - Internship with California State Assemblyman Anthony Brooks Firestone

Professional Memberships & Activities

- ProVisors, Member (2021-Present)
- Orange County Bar Association, Member (2001-Present)
 - Labor & Employment Division (2010-Present)
- Orange County Women's Lawyers Association (2019-Present)
- ALU Academic Advisory Council (2019-Present)
- Public Law Center (2017-2019)

- Sponsorship Committee, Member
- Professionals in Human Resources, North Orange County (2016-2019)
 - Board Member (2017-2019)
 - Sponsorship Chair
- Orange County Business Journal, General Counsel Awards (2018)
 - Selection Committee, Member

Representative Presentations & Publications

- "Employment Damages and Remedies, Chapters 2, 3, 5 and 9," Update Author, Cal. CEB (2024)
- "[Biggest Wage-Hour Regulations To Watch in 2024](#)," Quoted, Law360 Employment Authority (January 1, 2024)
- "[State and Local Wage-Hour Updates To Watch in 2024](#)," Quoted, Law360 Employment Authority (January 1, 2024)
- "[Calif. Fast-Food Council Bill Gives Bias Attys Lots To Chew On](#)," Quoted, Law360 Employment Authority (September 2, 2022)
- "[SCOTUS Issues Employers Relief in PAGA Actions](#)," Co-Author, Snell & Wilmer Legal Alert (June 16, 2022)
- "[CEB Contributor Gina Miller on California Employment Law and Liability for Workplace COVID-19 Spread](#)," Quoted, CEB (May 31, 2022)
- "Employment Damages and Remedies, Chapters 2, 3, 5 and 9," Update Author, Cal. CEB (2022)
- "[Supreme Court Confronts OSHA ETS](#)," Snell & Wilmer Legal Alert (January 7, 2022)
- "Legal Considerations in Reopening Today's Workplace," Presenter, Greater Riverside Employer Advisory Council (September 29, 2021)
- "[Are Rideshare and Delivery Drivers Classified as Employees or Independent Contractors? Prop 22 Update!](#)" Episode Host, CalCurrent Podcast (September 9, 2021)
- "[Not So Fast: California Judge Strikes Down Proposition 22, Finding That Rideshare and Delivery Drivers Are Employees—Not Independent Contractors](#)," Snell & Wilmer Legal Alert (August 26, 2021)
- "[If the Remote Workplace Is Here to Stay, How Will That Impact Employment Law?](#)" Author, Daily Journal (June 30, 2021)
- "Latest COVID-19 Employment Issues: 2021 Supplemental Sick Leave, Vaccination, and Return to Work," Co-Presenter, OCBA Labor & Employment Law Section Webinar (May 10, 2021)
- "Understanding Employment Law Issues Affecting Today's Workplace," Presenter, PIHRA Inland Valley Webinar (March 30, 2021)
- "[California's New COVID-19 Supplemental Paid Sick Leave—Senate Bill No. 95](#)," Co-Author, Snell & Wilmer Legal Alert (March 24, 2021)
- "[Airline Not Liable for Heightened PAGA Fines in California Wage Case](#)," Quoted, SHRM (March 18, 2021)
- "[Gig Companies, Riding a Policy Win in California, Get Another Boost From a New Federal Labor Rule](#)," Quoted, LA Times (January 8, 2021)
- "[Summer of Unrest Could Lead To More Workplace Laws on Diversity](#)," Quoted, The Daily Journal (December 2, 2020)

- "[Women's Team Settlement Shows Progress and Complexity of Legal Battle](#)," Quoted, Courthouse News Service (December 2, 2020)
- "Top 10 COVID-19 Questions in Employment Arena," Presenter, Orange County Trusted Advisors Meeting (November 20, 2020)
- "Key Cases from 2020," Co-Presenter, 2020 Employment Law Tool Kit Three-Part Webinar Series: Session 2: California-Specific Issues (November 12, 2020)
- "[California's Gig Worker Initiative Blew a Giant Hole in Its Landmark Labor Law. What's Left?](#)" Quoted, The Sacramento Bee (November 12, 2020)
- "[What Prop. 22's Defeat Would Mean for Uber and Lyft — and Drivers](#)," Quoted, Los Angeles Times (October 19, 2020)
- "[Still Undecided About California's Gig Economy Law? Five Things to Know About Prop. 22](#)," Quoted, The Sacramento Bee (October 16, 2020)
- "[Eligibility for Families First Coronavirus Response Act Leave Under Different School Reopening Models](#)," Co-Author, Snell & Wilmer Legal Alert (August 31, 2020)
- "Tax and Employment Implications Affecting Employers," Co-Presenter, California State Bar Employment and Tax Sections Webinar (April 15, 2020)
- "[Updated EEOC Guidance for Employers Permits Testing for COVID-19](#)," Co-Author, Snell & Wilmer Legal Alert (April 30, 2020)
- "Current Issues in Human Resources," Presenter, NBI Presentation, San Diego, CA (November 2019)
- "Employment Legal Issues," Keynote Speaker, Professionals In Human Resources, Orange County, Pasadena and Riverside, CA (January 2017)
- "Social Media in the Workplace," Presenter, Fashion Industry Human Resources Association, Los Angeles, CA (February 2013)
- "Employment Tips and Tricks," Presenter, Fashion Business, Inc., Wage and Hour Law, Los Angeles, CA (September 2012)
- "How to Defeat Claims Under the Private Attorney General Act of 2004," Presenter, Bridgeport Continuing Legal Education, Wage & Hour Symposium, Los Angeles, CA (December 2008)

Professional Recognition & Awards

- The Best Lawyers in America®, Litigation – Labor and Employment (2024)
- [2022 Orange County Visionary](#), TimesOC B2B Publishing (2022)
- Southern California Super Lawyers, Rising Stars, Employment & Labor, Business Litigation (2005, 2012-2013)
- Rising Star, Los Angeles Magazine (2005-2006)

Community Involvement

- National Charity League Juniors, Member (2015-Present)
 - Board Member, (2018-Present)
- Isaiah House, Member (2019-2020)

Previous Professional Experience

- Call & Jensen, APC, Partner (2004-2020)

- Call, Clayton & Jensen, APC, Associate (2000-2004)

Bar Admissions

- California

Court Admissions

- United States District Court, Central District of California
- United States District Court, Eastern District of California

Client News

- Snell & Wilmer Advises Federal Software Provider Integrated Data Services in Its Sale to Private Equity Firm Arlington Capital Partners
- Snell & Wilmer Advises Motorsport Network in Sale of Controlling Stake in World's Largest Independent Motorsport Racing and Automotive Media Platform
- Snell & Wilmer Advises Digital Enablement Solutions Provider AVI-SPL in Acquisition of Adtech