

Snell & Wilmer



Alexis R. Sadakane

Associate | Orange County

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Main Bio

Alexis Sadakane is an Orange County labor and employment associate who focuses her practice on guiding employers through California's convoluted employment law landscape. She has experience counseling businesses of varying sizes in various industries on personnel, and wage and hour compliance matters, as well as the preparation of employee handbooks, employment agreements, policies and compensation plans. Alexis' litigation practice focuses on defending employers in employment actions in state and federal courts under the Fair Employment and Housing Act (FEHA) including discrimination, harassment and retaliation claims. She advocates for employers in wage and hour single plaintiff suits, class actions, and PAGA representative actions. Alexis also has experience defending businesses against physical barrier accessibility claims brought under the Americans with Disabilities Act (ADA) and California's Unruh Civil Rights Act. Additionally, she counsels clients through claims brought by the Occupational Safety & Health Administration (OSHA) and Cal/OSHA. At the outset of her legal career, Alexis represented employees in single-plaintiff discrimination, harassment and retaliation cases. She now leverages her prior plaintiff-side experience to defend employers in similar suits.

Alexis champions diversity and inclusion in the professional space, including through her previous work with the Professional Liability Underwriting Society's (PLUS) Diversity Leadership & Mentoring Program (LAMP). As a member of the 2022 LAMP Cohort, she leveraged her experience and opportunities to cultivate relationships with insurance professionals to further industry-wide inclusive employment practices.

Prior to joining Snell & Wilmer, Alexis worked as an associate at O'Hagan Meyer, LLP litigating labor and employment matters. She received her juris doctor from Pepperdine University School of Law where she competed nationally in three ABA Negotiation and Mediation competitions and internationally at the International Chamber of Commerce Mediation Competition in Paris, France.

Education

- Pepperdine University School of Law (J.D.)
- La Sierra University (B.S., Accounting)

Professional Memberships & Activities

- Professional Liability Underwriting Society (PLUS)
- Orange County Bar Association, Labor & Employment
- Japanese American Bar Association (JABA) (2020-Present)

Representative Presentations & Publications

- “To Leave or Not to Leave: The Interplay of California’s Leave Laws and the FLSA,” Co-Author, Employment HR Newsletter (February 2021)
- [“Don’t Judge A Book By Its Cover: Uniform Guidelines On Employee Selection Procedures,”](#) Co-Author, O’Hagan Meyer News (November 17, 2020)
- [“California Employment Law Updates: All You Need to Know for 2020,”](#) Co-Author, O’Hagan Meyer News (December 6, 2019)

Professional Recognition & Awards

- [Southern California Super Lawyers, Rising Star, Employment & Labor](#) (2023)
- 2022 LAMP Cohort, Professional Liability Underwriting Society (PLUS) Foundation

Community Involvement

- Public Law Center, Silent Auction Committee (2022-Present)

Previous Professional Experience

- O’Hagan Meyer LLP, Associate
- Lyon Law, P.C., Associate

Bar Admissions

- California

Court Admissions

- United States District Court, Central District of California
- United States District Court, Northern District of California
- United States District Court, Southern District of California