



Chelsea D. Mesa

Partner

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Biography

Practices & Sectors

Labor & Employment

Workplace
Counseling &
Solutions

California Workplace
Solutions

Retail

Specialty Teams

Global Privacy & Security (GPS) Team

Privacy Compliance

Incident Management

Pay Equity Group

Ms. Mesa is a partner in the Labor & Employment Department in the Los Angeles office of Seyfarth Shaw LLP. Her practice focuses on advising employers concerning various employment-related issues, including compliance with California and federal anti-discrimination, anti-harassment and leave laws, and other human resources practices, as well as negotiating and documenting employment and severance agreements. Ms. Mesa also counsels clients on their employment policies, and performs trainings on all aspects of employment conduct, including California-mandated sexual harassment training, discrimination training, and training on the interplay of the Americans with Disability Act with state and federal leave laws. In addition, Ms. Mesa advises employers on hiring and termination decisions, including those where federal and state WARN requirements are triggered, and handling performance deficiencies and evaluations.

Ms. Mesa has extensive experience litigating employment matters on behalf of clients in the retail, manufacturing, entertainment, distribution, food-service, health care and technology industries, including single-plaintiff discrimination, wage and hour, harassment, and wrongful termination matters, as well as class actions. Ms. Mesa also has experience in handling traditional labor matters, including arbitrations regarding issues arising under collective bargaining agreements and advising clients on union-related issues.

Education

- J.D., University of Texas School of Law (2001)
with honors
- B.A., University of Texas, Austin (1998)
with high honors

Admissions

- California

Courts

- U.S. Court of Appeals for the Sixth Circuit
- U.S. District Court for the Northern, Southern, Eastern and Central Districts of California
- U.S. District Court for the Eastern, Middle and Western Districts of Tennessee

Presentations

- "New California FEHA Regs Effective 4/1/16: Update Policies & Training Now," Webinar, presented by Seyfarth Shaw LLP (March 30, 2016)

Publications

- Chapter Monitor for Chapter 13 - Disability in the Employment Discrimination Law Fourth Edition 2010 Cumulative Supplement
- Senior Editor of *California Peculiarities Employment Law Blog* 2013-present
- Editor, "CA Paid Sick Leave Update: Labor Commissioner Issues FAQs," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (December 2, 2014)
- Editor, "Gobble, Gobble ... When Providing Employees With Food, Is There Such A Thing As A Free Lunch?" *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (November 13, 2014)
- Editor, "When it comes to paying final wages, time is NOT on your side: A Refresher on Labor Code 203," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (October 29, 2014)
- Editor, "When Do Employers Get a Break From Meal Period Rules?" *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (October 8, 2014)
- Editor, "Vacation: No Pay for My Time Off? Exploring the Nuances of Unlimited or No Paid Time Policies," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (August 20, 2014)
- Editor, "Time to Revisit Your Pay Stubs?" *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (July 23, 2014)
- Editor, "Avoid the Summer Heat! Sweat the Details of California's "Cool-Down" Periods and Avoid the Burn of Wage and Hour Class Litigation," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (July 16, 2014)
- Editor, "After Iskanian, What's Next For Defending PAGA Actions?" *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (July 10, 2014)
- Editor, "Northern District of California Judge Rules DFEH Does Not Have the Authority to Prosecute Violations of Title I of the Americans With Disabilities Act," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (June 17, 2014)
- Editor, "When Hitting the Road is Hitting your Pocketbook: Travel Time Rules in California," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (June 4, 2014)
- Editor, "On Call vs. On Duty: I'm About to Lose Control and I Think I Like It!" *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (May 28, 2014)
- Editor, "The WORST Former Employee Just Got Unemployment Benefits – Should I Appeal?" *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (April 23, 2014)
- Editor, "Cal/OSHA Considers Changes to Its Policy on "Repeat" Violations — With Significant Implications for Employers," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (April 16, 2014)
- Editor, "Wait — If I Want To Appeal, I Have To Come Up With How Much How Fast?" *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (April 9, 2014)
- Editor, "Dealing with CA Agencies Blog Series – DFEH 2.0: How to Deal with the Rebooted DFEH," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (April 2, 2014)
- Editor, "Navigating San Francisco City Ordinances," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (March 19, 2014)
- Editor, "Asking About Criminal History and Conducting Background Checks ("Ban the Box")," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (February 26, 2014)

- Editor, "San Francisco Clarifies That Family Friendly Workplace Ordinance Applies To San Francisco Employees Working For Employers With 20 Or More Employees Worldwide," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (February 21, 2014)
- "The FEHC's Last Stand: Commission Rides Off Into The Sunset After Wrangling The New Disability Regulations," *California Peculiarities Employment Law Blog* (March 2013)
- "What To Expect When Your Employees Are Expecting: The New Pregnancy Disability Regulations (Part Two)," *California Peculiarities Employment Law Blog* (February 2013)
- "What To Expect When Your Employees Are Expecting: The New Pregnancy Disability Leave Regulations Are Not Necessarily A Bundle Of Joy For Employers (Part One)," *California Peculiarities Employment Law Blog* (February 2013)