

Daphne M. Anneet, AWI-CH

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Pronouns: she, her, hers

Daphne Anneet is an experienced litigator, labor negotiator, and investigator. Daphne is Chair of the firm's Diversity, Equity and Inclusion Committee and Vice-Chair of the firm's Labor and Employment Practice Group. She has also served as a member of the firm's Management Committee.

A skilled litigator, Daphne has achieved excellent results for clients in state and federal court, as well as in arbitrations and administrative proceedings. She represents public and private entities in matters ranging from class actions, discrimination, harassment, whistleblower retaliation, wage and hour, worker misclassification, pension, civil rights, unfair labor practice disputes, false claims, and disciplinary appeals. As lead defense counsel in numerous class actions and complex litigation, Daphne has a proven track record of achieving successful results in a variety of creative and cost-effective ways. A graduate of the LA County Bar Association's Trial Advocacy Project, Daphne has served as a pro bono prosecutor.

Daphne serves as the lead negotiator for employers during collective bargaining. She has successfully negotiated challenging and sensitive issues such as contracting out of fire services and waste management services, salary and health benefit concessions, furloughs, layoffs, changes to retiree medical benefits, and changes to pension benefit formulas and contributions. Daphne also has experience representing employers during fact finding proceedings.

As an investigator, Daphne has earned the distinction of Association of Workplace Investigators Certificate Holder (AWI-CH). She conducts independent investigations of complaints involving discrimination, harassment, retaliation, workplace misconduct, and alleged conflicts of interest. She also enjoys training and has written and lectured on a wide array of employment issues for many organizations at their annual training conferences and conventions.

In recent years, Daphne has taken on the role of General Counsel to

PRACTICES

Education Law
Employment Law and Litigation
Labor Relations
Law Enforcement Defense Litigation
Public Law
Workplace Investigations

EDUCATION

J.D., magna cum laude
Southwestern Law School

M.A., University of California, San Diego

B.A., Trinity College, University of Toronto

ADMISSION

State Bar of California

United States District Court for the Central District of California

AFFILIATIONS

California Public Employer Labor Relations Association, Affiliate Member

Association of Workplace Investigators

Labor and Employment Law

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Section of the LACBA, Past Executive Board Member

National Association of Women Business Owners-LA (NAWBO LA), Past President

local commissions. She serves as General Counsel to the City of Coronado's Civil Service Commission. She has also served as General Counsel to the Simi Valley Disciplinary Appeal Board.

A team builder and team player, Daphne brings together superior litigation skills and subject matter expertise within the firm to develop winning litigation strategies. Daphne thrives on developing a deep knowledge of the client, its mission, structure and governance, practices and culture, and expectations of defense counsel. Her success is rooted in her proactive approach and deep commitment to building strong relationships with every member of the defense team, providing regular client communication, and building consensus on the defense strategy.

Daphne received her Juris Doctor, *magna cum laude*, from Southwestern Law School, where she was awarded the Outstanding Woman Legal Graduate Award. She has been honored to serve on Southwestern's Board of Trustees.

Daphne is a Past Executive Committee Member of the Labor and Employment Law Section of the LA County Bar Association, an affiliate member of CALPELRA, and a member of the Association of Workplace Investigators. She is a Past President of the National Association of Women Business Owners, LA Chapter. She has supported her local community as a soccer coach and member of the boards of AYSO – American Youth Soccer Organization and MHS Arts Angels.

PUBLICATIONS

2025 LEGAL TRENDS

2023 Legal Trends

2020 Legal Trends

2018 Legal Trends

Understanding Dynamex: The Public Employer Perspective

2017 Legal Trends

2016 Legal Trends

2015 Legal Trends

2014 Legal Trends

REPRESENTATIVE MATTERS

Daphne's representative matters include:

- Defended employer and individual defendants in a putative federal class action alleging surreptitious audio recordings of private conversations in violation of federal and state wiretapping statutes, 42 U.S.C. Section 1983, California Invasion of Privacy Act, Article I of

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the California Constitution and common law privacy laws. Originally filed in Alameda Superior Court, we removed the action to federal court and then transferred it to United States Central District Court in Santa Ana. After Plaintiffs rebuffed our attempts at early resolution, we obtained dismissal of the employer on a motion to dismiss, defeated Plaintiff's motion for class certification on the remaining claims against the individual defendants, and obtained a voluntary dismissal of the entire action after filing a motion for summary judgment and Rule 11 motion for sanctions.

- Represented an employer in its appeal of the California Public Employee Retirement System's determination to apply the penalty provisions of Government Code Section 20305 to a class of 3,000+ claimants and defended the employer in a three-week administrative hearing before an ALJ at the Office of Administrative Hearing. Negotiated a favorable settlement prior to the ALJ's issuance of the statement of decision.
- Represented an employer and individual defendants in a putative federal class action alleging violations of the ADA Title II and the Rehabilitation Act of 1973. Obtained dismissal of all claims against individual defendants and damages claims and achieved a creative settlement of the class action claims without any monetary payment.
- Represented a leading research scientist, officer, and director in a complex product liability/unfair competition action involving a series of 32 individual actions, 3 putative class actions, and unfair practice claims pending in three different courtrooms in the San Diego County Superior Court. Defeated class certification, Burke resolved all claims against the client through a combination of summary judgment motions and voluntary dismissals.
- Represented a manufactured housing company in a putative nationwide class action alleging unfair competition and product liability. Obtained dismissal of entire action after defeating plaintiff's motion for class certification.
- Represented a county in a dispute regarding pension benefits and independent contractor status. Prevailed after a 3-day administrative hearing.
- Represented employer in an unfair labor practice charge alleging retaliation. Obtained dismissal of the complaint and underlying charge following a three-day administrative hearing at PERB. Upheld on appeal.
- Represented a public entity employer in an action alleging race discrimination, harassment, and whistleblower retaliation. Obtained summary judgment.
- Obtained dismissal of a First Amendment and retaliation action against a public entity following a successful Anti-SLAPP motion. Successful recovery of attorneys' fees.

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- Obtained summary judgment in a defamation action, which was upheld on appeal.
- Obtained dismissal of action alleging breach of contract, labor code violations, and intentional misrepresentation following successful demurrer and motion to strike.

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