



## Kelly A. Trainer

Partner  
Orange County  
1851 East First Street,  
Suite 1550  
Santa Ana, CA 92705-4067

✉ [ktrainer@bwslaw.com](mailto:ktrainer@bwslaw.com)  
☎ **D:** +1 949.265.3416  
☎ **T:** +1 949.863.3363  
**LinkedIn**

### PRACTICES

Employment Law and Litigation  
Labor Relations  
Public Law

### EDUCATION

J.D., University of the Pacific,  
McGeorge School of Law, 2001  
B.A., Political Science,  
University of Houston, 1998

### ADMISSION

State Bar of California  
State Bar of Texas

### AFFILIATIONS

Association of Workplace  
Investigators

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Kelly Trainer is a partner in Burke's Orange County office, representing employers in labor and employment law matters.

Kelly has represented and advised employers on matters involving numerous federal and state law claims, including discrimination, harassment, retaliation, disability and leaves of absence, wrongful termination, leaves of absence, wage and hour, freedom of speech and association, and privacy. In addition, Kelly's practice includes representation of public employers in areas unique to public employment such as due process, disciplinary procedures, the MMBA, CalPERS, the Public Safety Officers Procedural Bill of Rights, and the Firefighters Procedural Bill of Rights.

Kelly has an extensive counseling practice, concentrating on preventive measures of employment and labor law. In this regard, her practice has focused on working cooperatively with management and human resources professionals on the handling of a variety of labor and employment matters. She also revises personnel rules, employee handbooks, personnel ordinances, and specific policies.

Kelly is an experienced and engaging trainer. She regularly conducts seminars and workplace trainings for employees and officials on matters such as harassment prevention, disability discrimination, workplace investigations, diversity and inclusion, unconscious bias, managing difficult employees, workplace violence, discipline and termination, social media, performance evaluations, creating effective documentation, and leaves of absence.

Kelly has acted as lead negotiator during labor negotiations for public agencies, and has negotiated numerous labor agreements. In addition to labor negotiations, Kelly has experience in handling related labor relations issues such as grievances and PERB proceedings, and she regularly advises employers on such matters.

Kelly is a member of the Association of Workplace Investigators, and has served as a neutral investigator and fact-finder for internal investigations of employment complaints.