

Kristalyn Lee

Counsel

Orange County

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OVERVIEW

Kristalyn advises companies on all aspects of labor and employment law, including counseling, corporate transactions, and dispute resolution. She provides preventive advice on employment practices such as evaluating personnel decisions, requests for leave and accommodations, and compliance with Cal/OSHA workplace safety requirements. Kristalyn also drafts and audits employee policies and handbooks and prepares employment and severance agreements.

Kristalyn defends clients in employment disputes and litigation before various governmental agencies, in state and federal court, arbitration, and pre-litigation resolution. She is experienced with disputes involving discrimination, harassment, retaliation, and wage and hour claims (including the Private Attorney General Act).

Kristalyn also supports corporate transactions by advising on the employment aspects of her clients' deals, serving as a go-to resource on both buy-side and sell-side deals.

Kristalyn was recognized as *Best Lawyers: Ones to Watch* for Labor and Employment Law – Management starting in 2021. She was also selected as an academy fellow in 2016 and 2017 for the National Employment Law Council (NELC), and she remains an active member.

Kristalyn maintains an active pro bono practice and previously served on the Public Law Center Advocates and the Associate Board of the Constitutional Rights Foundation Orange County.

AWARDS

- *Best Lawyers in America®: Ones to Watch: Labor and Employment Law – Management* (2021-2026), *Litigation – Labor and Employment* (2026)

TOP AREAS OF FOCUS

- Labor + Employment

ALL AREAS OF FOCUS

- Employment Counseling
- Labor + Employment
- Labor + Employment Litigation + Dispute Resolution
- Wage + Hour Matters

PROFESSIONAL/COMMUNITY INVOLVEMENT

- Advocate, Public Law Center (2017-present)
- Member, Orange County Asian American Bar Association
- Academy Fellow (2016-2017), Member, National Employment Law Council
- Associate Board, Constitutional Rights Foundation Orange County (2020)

PROFESSIONAL EXPERIENCE

- Intern, Orange County Public Defender (2012-2013)

EDUCATION AND CERTIFICATIONS

EDUCATION

- Chapman University Dale E. Fowler School of Law, J.D.
- University of California, Los Angeles, B.A.

BAR ADMISSIONS

- California

COURT ADMISSIONS

- U.S. District Court, Southern District of California
- U.S. District Court, Central District of California

CLERKSHIPS

- Hon. Ronald P. Kreber, Orange County Superior Court, 2012

SPEAKING ENGAGEMENTS

- Speaker, "Back to Work Issues," Troutman Sanders and Pepper Hamilton COVID-19 Issues for Employers Podcast Series, May 18, 2020.
- Speaker, "Getting Ready for 2020: Employment and Privacy Law Breakfast Seminar," Troutman Sanders, San Diego, CA, December 12, 2019.
- Speaker, "Getting Ready for 2020: Employment and Privacy Law Breakfast Seminar," Troutman Sanders, Orange County, CA, December 11, 2019.
- Speaker, "Constitutional Rights in the Workplace: Religion, Disabilities, Social Media, Race, and Politics," Lewis Brisbois Annual Workers' Compensation and Employment Seminar, 2018.

PUBLICATIONS

- Co-author, "[Evolving AI Tools and Reliance in the Workplace: Key Developments Employers Need to Know](#)," *Troutman Pepper Locke*, April 22, 2026.
- Co-author, "[California's 2025 Employment Law Changes](#)," *Troutman Pepper Locke*, December 1, 2025.
- Co-author, "[Noncompete Covenants in Deferred Compensation Plans: Proceed with Caution](#)," *Troutman Pepper*, March 29, 2024.
- Co-author, "[California Broadens Restrictions on Noncompete Agreements, Imposes Civil Liability](#)," *Troutman Pepper*, October 16, 2023.
- Co-author, "[California Supreme Court Substantially Increases Stakes for Noncompliant Meal and Rest Breaks](#)," *Troutman Pepper*, May 27, 2022.
- Co-author, "[Cal/OSHA Approves Third and Final Readoption of COVID-19 Prevention Emergency Temporary Standards Through Year End](#)," *Troutman Pepper*, May 5, 2022.
- Co-author, "[California Revives COVID-19 Supplemental Paid Sick Leave Through September 2022](#)," *Troutman Pepper*, March 7, 2022.
- Co-author, "[Overview of New California Employment Laws](#)," *Troutman Pepper*, January 10, 2022.
- Co-author, "[Ninth Circuit Restores California's Ban on Mandatory Employment Arbitration Agreements](#)," *Troutman Pepper*, September 24, 2021.
- Co-author, "[California Supreme Court Sets Retroactive Standard for Calculating Meal and Rest Break Premiums](#)," *Troutman Pepper*, July 23, 2021.
- Co-author, "[Cal/OSHA Adopts Revised COVID-19 Prevention Emergency Temporary Standards](#)," *Troutman Pepper*, June 22, 2021.
- Co-author, "[California Expands Supplemental Paid Sick Leave to September 2021](#)," *Troutman Pepper*, March 24, 2021.
- Co-author, "[Potential Pitfalls with COVID-19 Vaccination Incentives](#)," *Troutman Pepper*, March 4, 2021.
- Co-author, "[California Supreme Court Invalidates Rounding Practices for Employee Meal Periods and Imposes Rebuttable Presumption of Meal Period Violations](#)," *Troutman Pepper*, March 3, 2021.
- Co-author, "[Data Compliance Issues for Cos. Making, Using Vaccine App](#)," *Law360*, February 10, 2021.
- Co-author, "California Governor Enacts Legislation to Expand COVID-19 Protections for California Employees and Impose Additional Requirements on California Employers," *Troutman Pepper*, September 30, 2020.
- Author, "[California Governor Expands COVID-19 Protections for California Employees and Imposes Additional Requirements on California Employers](#)," *HR Law Matters*, September 30, 2020.
- Co-author, "Navigating Adapted Operations Advisory Series: Part Three – Bringing Employees Back to the Workplace," *Troutman Pepper*, September 24, 2020.
- Co-author, "Navigating Adapted Operations Advisory Series: Part One – Phased Approach Considerations, Creating and Implementing a COVID-19 Response Plan, and Benefits Concerns for a Returning Workforce," *Troutman Pepper*, September 14, 2020.
- Co-author, "California Cities Require Employers to Provide COVID-19 Sick Leave," *Troutman Sanders*, April 27, 2020.
- Co-author, "Furloughs, Layoffs, Terminations: What's the Difference?," *Troutman Sanders*, March 23, 2020.
- Co-author, "California Employers Can Continue Requiring Valid Arbitration Agreements Without Fear of Criminal Prosecution," *Troutman Sanders*, February 4, 2020.
- Co-author, "Court Temporarily Blocks California's New Law (AB 51) That Prohibits Employers From Using Mandatory Arbitration Agreements," *Troutman Sanders*, December 31, 2019.
- Co-author, "A-B-C: Not as Easy as 1-2-3 for California Employers to Maintain Independent Contractor Relationships Under AB-5," *Troutman Sanders*, September 25, 2019.
- Co-author, "California Supreme Court Rules Employees Cannot Recover Unpaid Wages Under

PAGA,” *Troutman Sanders*, September 19, 2019.

- Co-author, “California Employers May Owe Reporting Time Pay to Employees Who Do Not Actually Report for Work,” *HR Law Matters*, February 20, 2019.