

Mariam Bicknell

Associate

Orange County

mariam.bicknell@troutman.com



OVERVIEW

Mariam represents employers in all aspects of employment law. She defends clients in complex employment litigation, including wage and hour PAGA, class, and collective actions, as well as single-plaintiff discrimination, harassment, retaliation, and wrongful termination disputes. Mariam is also experienced in managing administrative charges before state and federal agencies.

In addition to her litigation practice, Mariam plays a key advisory role for employers, guiding them on compliance with employment law. She drafts and revises employee handbooks and policies, helping clients mitigate risk and navigate complex regulatory landscapes. Her advisory work is complemented by her proficiency in alternative dispute resolution, conducting internal investigations, exposure analysis, and mediation preparation.

Mariam's legal career began as a litigation paralegal where she provided substantive assistance in all phases of litigation across multiple states and conducted onsite employment audits.

AWARDS

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

TOP AREAS OF FOCUS

- Labor + Employment

PROFESSIONAL EXPERIENCE

- Judicial extern to the Honorable James J. Di Cesare, Superior Court of California, County of Orange, May 2015-July 2015.

EDUCATION AND CERTIFICATIONS

EDUCATION

- University of California, Irvine School of Law, J.D., Dean's Award (Advanced Trial Skills and Advocacy); editor-in-chief, (2016-2017), staff editor (2015-2016), UC Irvine Journal of International, Transnational, and Comparative Law
- Suffolk University, B.S., *cum laude*, paralegal studies

BAR ADMISSIONS

- California

COURT ADMISSIONS

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

LANGUAGES

- Armenian

PUBLICATIONS

- Co-author, "FTC Clarifies Enforcement Priorities and Philosophy on Worker Noncompetes," *Troutman Pepper Locke*, April 22, 2026.