



Michelle Reinglass is a full-time mediator with Judicate West, one of Southern California’s leading providers of dispute resolution services, which aims to deliver “Results Beyond DisputeSM.” She has also served for 17 years (concurrently with her legal and mediation careers) as an Arbitrator with the American Arbitration Association (AAA) and with Judicate West. Michelle has gained an excellent reputation and experience in all areas of employment law, such as sexual harassment, discrimination, retaliation, wrongful termination, wage and hour, whistleblower, and civil rights violations. She also has many years of experience handling business and other civil disputes. Michelle is a former president of the Orange County Bar Association, former chair of its Business Litigation Section, and past chairperson of the California Employment Lawyers Association. She has been recognized as a Top Business Lawyer of the Year, Top Woman Litigator and Top Employment Attorney. She is a member of the American Board of Trial Advocates, named a Preeminent Lawyer and given the highest "AV" rating by Martindale Hubbell, recognized by Best Lawyers of America, and is a Fellow in the College of Labor and Employment Lawyers, and has been inducted as a Distinguished Fellow in the International Academy of Mediators.

Education

- University of California, Irvine, B.S.L
- Western State University, B.S.L, J.D.

Bar Admissions

- California and U.S. District Court, Central District of California, 1979
- U.S. District Court, Southern District of California, 1981
- U.S. Court of Appeals, Ninth Circuit, 1989

Languages

- Spanish
- French



Professional Associations

- State Bar of California
- American Board of Trial Advocates, Orange County Chapter
- Orange County Bar Association (OCBA) (President, 1993; Treasurer, 1991; Secretary 1990) Member, Board of Directors, 1984-1989; Member, Labor & Employment Law Section, Alternative Dispute Resolution Section, and Business Litigation Section (Chair 1989)
- Los Angeles County Bar Association (LACBA), Member, Labor & Employment Law Section
- International Academy of Mediators (Distinguished Fellow)
- College of Labor & Employment Lawyers (a Fellow)
- Southern California Mediation Association (SCMA)
- American Association of University Women (AAUW)
- Orange County Trial Lawyers Association (Member 1987-Present, Board of Directors, 1987-1989)
- Consumer Attorneys Association of Los Angeles (CAALA) (2001-2020)
- California Employment Lawyers Association (“CELA”) 1987-2019, Board Member, 1998-2009, Chair 2005-07
- U.S. District Court Attorney Settlement Officer Panel, (2011-2016)
- National Employment Lawyers Association (1996-2014)
- Consumer Attorneys of California (2000-2009)
- Federal Bar Association, Orange County Chapter (Member for over 20 years)
- Association of Business Trial Lawyers, Orange County Chapter (Member over 20 years, former Board Member)
- California Association of Large Local Bar (CALB), Past President and Chair of Bench Bar Coalition
- 9th Circuit Judicial Conference, C.D. Cal., Past Lawyer Representative (2 terms) and Chair (1994-1995)



Bar-Related and Civic Involvement

- College of Labor and Employment Lawyers 9th Circuit South Regional Committee
- Chair, Governor Jerry Brown's Judicial Selection Advisory Committee (JSAC) for Orange County (2011-2018)
- Orange County Bar Association's Diversity, Equity & Inclusion Committee
- Orange County Bar Association's Editorial Advisory Committee
- Orange County Bar Association's Executive Planning Committee
- Orange County Bar Association's Long-Range Planning Committee (1994)
- Board of Advisors for Western State University College of Law
- Western State University College of Law's Dean's Counselor Committee
- Judicial Council and State Bar's Committee on Access and Fairness in the Courts.
- Orange County Bar Foundation's "Law Review"
- California Association of Large Local Bars (CALB) Bench and Bar Committee and Coalition (Chair year?)
- Volunteers in Parole (Chair, Advisory Committee, 1990-1991)
- Past Officer and Director of the Orange County Barristers
- American Association of University Women's Legal Advocacy Fund, Board Member and Vice President
- Federal Court Civil Justice Reform Act Advisory Committee
- Federal Court Magistrate Judge Evaluation Committee, Committee Member and Chair
- Appointed to two terms as the Delegation of Lawyer Representatives to the Ninth Circuit Judicial Conference (Chair of the Central District (1995), the first from Orange County).
- Assisted the Federal Court in vetting applicants to the USDC Attorney Settlement Officer Panel.
- Member, Orange County Federal Bar Committee,
- Master of the Peter M. Elliott Inn of Court.
- Appointed to the Federal Court Civil Justice Reform Act Advisory Committee on the Federal Magistrate Judge Merit Screening Committee (Served 5 terms, Chair for 3 terms)
- Served on the Federal Court-Central District Standing Committee on Discipline.
- Served as a member and later chaired Senator Barbara Boxer's Judicial Advisory Committee for the Central District



Achievements & Awards

- Listed in The Best Lawyers in America[®], 2001-2023
- Named a Tier 1 firm in Orange County for Employment Law – Individuals by *U.S. News – Best Lawyers*[®] “Best Law Firms”, 2010-2023
- Selected to the Southern California Super Lawyers list, 2004-2023
- WWL Thought Leader – USA – Commercial Mediation 2023
- “AV” rated by Martindale-Hubbell Directory of Lawyers, including being awarded “Premier” status
- Named as WISEPlace Women’s Shelter Volunteer of the Year, Inspiring Individual, 2021
- Named the Best Lawyers[®] 2019 and 2021 Arbitration “Lawyer of the Year” in Orange County
- Named the Best Lawyers[®] 2020 Mediation “Lawyer of the Year” in Orange County
- Named the Best Lawyers[®] 2012, 2016, and 2018 Employment Law - Individuals “Lawyer of the Year” in Orange County
- Honored by WISEPlace Women’s Shelter with the Lukens Legacy Award, 2017
- Inducted as a Distinguished Fellow of the International Academy of Mediators, 2013
- Named by the Daily Journal as one of California’s Top 50 Neutrals, 2012, 2013
- Named as one of the Top 50 Orange County Super Lawyers, 2005-2013
- Named as one of the Top 50 Women Southern California Super Lawyers, 2005-2013
- Named by the Daily Journal as one of the “Top Labor & Employment Lawyers”, 2009-2010
- Named as one of the Top 100 Southern California Super Lawyers, 2007-2010
- Named by the Daily Journal as one the "Top Female Litigators," 2002-2005, 2009
- Inducted as a Distinguished Fellow in The College of Labor and Employment Lawyers, 2006
- American Association of University Women "Women of Achievement Award," 2005
- Orange County Trial Lawyers Association, Employment Trial Lawyer of the Year, 2004
- Named by The Daily Journal as one of the "Top 100 Most Influential Lawyers in California," 2001
- Anti-Defamation League’s Jurisprudence Award, 1997
- Orange County Women Lawyers Association, Lawyer of Year, 1996

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- Orange County Trial Lawyers Association, Business Trial Lawyer of Year, 1995
- Named “Boss of the Year” by Newport/Santa Ana Legal Secretaries Association, 1994
- Recognized as one of the “Top 10 Women in Orange County Who Make a Difference” by Orange County Metropolitan Magazine, 1994
- Inducted into the Western State University College of Law Hall of Fame, 1993

Speaking

- International Academy of Mediators (IAM), Webinar, on “Discover Your Life in Balance”: Speaker, June 29, 2022
- Women Lawyers of Long Beach (WLLB), “Everything You Need to Know About Mediation: A Presentation Involving Mediator’s, Defendant’s and Plaintiff’s Points of View Regarding All Aspects of the Mediation Process”: Speaker, March 21, 2022
- Women’s History Month Film Festival, Film Presentation of RGB, a documentary film focusing on the life and career of Ruth Bader Ginsburg: Panelist, March 2, 2022
- Center Club of Orange County’s Pauer Player Speaker Series on “Life Balance, Stress & Overwhelm Reduction”: Speaker, May 2021
- American Association of University Women (AAUW), San Clemente/Capistrano Bay Branch, January Meeting: Speaker, January 23, 2021
- California Employment Lawyers Association (CELA), Webinar Series, Practicing Law in a Pandemic: Speaker, May 29, 2020
- Orange County Bar Association (OCBA), Labor and Employment Law Section on “Employment Case Settlement Agreements: The Tail Wagging the Dog”: Speaker, November 11, 2019
- International Academy of Mediators (IAM), Fall Conference, Scottsdale, AZ on “The Art of Having Difficult Conversations and Still Maintain Your Progress, Your Clients and Your Friends”: Speaker/Facilitator: November 7, 2019
- Orange County Bar Association (OCBA), Seminar: Common Sense Rules of Mediation on “Common Sense Rules of Mediation Advocacy for Litigators”: Speaker, August 2019

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- Orange County Bar Association (OCBA), Labor & Employment Law Section on “Employment Law for Law Firms: What Attorneys Need to Know as Employers”, Speaker, July 2019
- American Association of University Women (AAUW), Annual Legal Advocacy Fund Luncheon on “Gender Equity THEN and NOW, Including Updates on Title IX”: Speaker, January 19, 2019
- United State District Court (USDC), Advanced Mediation Training on “Balance for Ourselves and Our Mediations: Tips for Becoming Better Mediators”: Speaker, September 26, 2018
- California Ambulatory Surgery Association (CASA), Annual Conference on “A Focus on Key Employment Law Issues in 2018”: Speaker, September 5, 2018
- Orange County Bar Association (OCBA), Banking & Lending Section on “What You Need to Know About Sexual Harassment in the “#MeToo” Era, and How Settlements May Be Impacted”: Speaker, June 2018
- Orange County Bar Association (OCBA), Alternative Dispute Resolution Section on “Balance for Ourselves and Our Mediations: Tips for Becoming Better Mediators”: Speaker, April 2018
- International Academy of Mediators (IAM), Fall Conference, Austin, TX: Speaker/Facilitator: Nov. 2, 2017
- Celtic Bar Association of Orange County (CBA), Travel Seminar on “Tips from the Trenches for a Successful Mediation” in Reykjavik, Iceland: Speaker, September 2017
- Daily Journal Law Forum on “The Most Important, Substantive, and Procedural Issues Currently Confronting Employment Lawyers”: Speaker, July 2017
- Orange County Bar Association (OCBA), Labor and Employment Law Section Symposium on “Settle This: A Look Behind the Case, Perception vs. Reality and Their Impact on Case Valuation”: Speaker, June 2017
- Orange County Bar Association (OCBA), ADR Section Meeting on “Decades of Wisdom: Successful Mediation Strategies”: Panelist, November 2016
- Celtic Bar Association of Orange County (CBA), Castles of Ireland Travel Seminar on “Mediation Success Tips” in Ashford, Ireland: Speaker, October 2016
- Italian American Lawyers of Orange County (IALOC), 3rd Annual Travel Seminar on “Mediation Tips from the Movies and TV” in Verona, Italy: Speaker, June 2016



- International Academy of Mediators (IAM), Spring Conference on “Same Old Song, Sung Out of Tune: Micro-Interventions for Unexpected Calamities” in Queenstown, New Zealand: Speaker, March 2016
- Orange County Bar Association (OCBA), ADR Section Meeting on “Tips for Mediating Employment and Employment Related Cases”: Speaker, November 2015
- Orange County Bar Association (OCBA), Labor & Employment Section Meeting on “Pre-Mediation Strategies – How to Make Your Mediation Successful”: Speaker, May 2015
- Orange County Bar Association (OCBA), ADR Section Meeting on “Recent Developments Seminar”: Mediator, May 7, 2014
- Women’s Philanthropy Fund Breakfast: Ambassador, April 29, 2014
- San Diego County Bar Association (SDCBA) - Labor & Employment Law Section: Speaker, April 28, 2014
- Association of Business Trial Lawyers (ABTL), Lunch Program: Speaker, January 21, 2014
- United States District Court (USDC), ADR Recent Developments Seminar on “Recent Developments in Arbitration and Mediation Law”: Speaker, November 11, 2013
- Orange County Bar Association (OCBA), Labor & Employment and Alternative Dispute Resolution Joint Section Meeting on “Valuing Employment Cases: A Peak Behind the Curtain”: Moderator, November 11, 2013
- Consumer Attorneys Association of Los Angeles (CAALA): Speaker, August 29 - September 1, 2013
- Orange County Bar Association (OCBA), ADR recent Development Seminar: Speaker, May 1, 2013
- Orange County Bar Association (OCBA), Real Estate Section January Meeting on Bias and Discrimination Traps for the Unwary (Real Estate) Attorney in Practice and in the Office: Speaker, January 22, 2013
- The Labor and Employment Law Section of the State Bar of California, Judges Panel “Tips from the Bench: Top 5 Do’s and Don’ts for Employment Lawyers”: Moderator, 30th Annual Meeting, November 2, 2012
- Orange County Bar Association (OCBA), Labor & Employment Law Section Annual Seminar: Moderator, May 19, 2012



- Orange County Bar Association (OCBA), Labor & Employment Law Section Meeting: Speaker, March 12, 2012
- A Celebration Martin Luther King, Jr's Legacy: Speaker, Jan. 18, 2012
- Orange County Bar Association (OCBA), Labor & Employment Law Section Meeting: Speaker, November 14, 2011
- Consumer Attorneys of California (CAOC), 50th Annual Convention: Speaker, November 11, 2011
- California State Bar Labor & Employment Section Annual Meeting on "Ethics in Employment Mediation" and "Use of Liability Experts in Harassment Litigation": Speaker, November 2011
- Southern California Mediation Association (SCMA) 23rd Annual Fall Conference: Co-Panelist, November 5, 2011
- CAALA Annual Convention in Las Vegas on "Privacy Issues in Employment Matters": Speaker, September 2010
- AAUW Legal Advocacy Fund Annual Luncheon on "Women and Discrimination": Keynote Speaker, February 2010
- State Bar Labor & Employment Law Section Meeting on "EPLI Insurance Issues": Panelist, October 2009
- The Rutter Group on "Civil Procedure Updates": Panelist, October 2009
- American Bar Association in Chicago on "Sexual Harassment": Speaker, August 2009
- National Employment Lawyers Association Annual Conference in Rancho Mirage on "Sexual Harassment": Speaker, June 2009
- Consumer Attorneys of California (CAOC), Women's Caucus, 2008
- Consumer Attorneys of California (CAOC), Gender Bias, 2008
- Orange County Bar Association (OCBA), Solo, Small Practices, 2008
- Southern California Mediation Association (SCMA), Cross-Cultural Mediations, 2008
- League of Women's Voters, Independence of Judiciary, 2008



- Western State University College of Law: Commencement Speaker, May 2007
- Consumer Attorneys Association of Los Angeles (CAALA), "Hot Topics in Employment", 2007
- Consumer Attorneys Association of Los Angeles (CAALA), Arbitrations, 2007
- Consumer Attorneys of California (CAOC), Trials, 2006
- Continuing Education of the Bar (CEB), "Sexual Harassment Prevailing & Dealing With", 2006
- Los Angeles County Bar Association (LACBA), Labor & Employment Law Symposium: "Objection! Recurring Evidentiary Issues in Employment Litigation"; 2006
- Ventura County Trial Lawyers Case Updates, 2005-2006
- Continuing Education of the Bar (CEB), Mediation & Arbitration Practice, 2005
- Orange County Bar Association (OCBA), Mediations & Arbitrations, 2005
- American Bar Association (ABA), Employment Discrimination, 2004
- Rutter Group, Civil Procedure Before Trial, 1998-2007
- Rutter Group/ CJA Litigation Program, "Employment Law," 1996-2001
- Rutter Group/CJA Tort Litigation Program, "Wrongful Termination, Employment Discrimination," January 1995
- Chairman and Delegate, Central District Delegation to 9th Circuit. Judicial Conference, 1993-1995, 2002-2004
- Surviving Attorneys Fees Disputes, 1993-1994
- Lecturer, Law and Motion Seminar, California State Bar Convention, 1990-1991
- Orange County Bar Association (OCBA), Action Guide on Establishing Good Client Relations, California Continuing Education of the Bar: Advisor, 1990
- College of Trial and Advocacy, 1989-11ong 991; 1989-1992, 1995
- Oral Advocacy Workshops, 1988, 1990 and Evidence for Business Lawyers, 1990
- Bridging the Gap, Law and Motion: Presenter and Speaker, 1987-1993



Co-Author: Books

- *Leading With Legacy: A Collection of Inspiring Women Paving the Way*, co-authored with Rosalyn Baxter-Jones, MD, MBA, Dr. Lucette Beall, Shalini Saxena Breault, Donna Nudel Brown, Ellen M. Crane, Ann Marie Esparza-Smith, M.A., Claudia Fernandez-Niedzielski, Angela Hermano, Jeanie Griffin, Laurel Joakimides, Tara Lepera, Denise McCormick, M.A.E, Kristi Ann Pawloski, Lisa Marie Runfola, Samantha Ruth, Lindsey Smith, LCSW, Phellicia Sorsby, and Dr. Angela Sadler Williamson. New Jersey: Kate Butler Books, 2022
- *Women Who Empower*, co-authored with Adreina Adams, Rosalyn Baxter-Jones, MD, MBA, Cathleen Elle, Antonia Gimenez, Dr. Donna Hunter, Laurel Joakimides, Stacy Kuhen, Laurie Maddalena, Carla Pascoe, Kristi Ann Pawlowski, Lisa Marie Runfola, Heather Boyes, Michele Marie Copeland, Ellen Craine, Jan Edwards, Deborah Faenza, Wendy Gallagher, Pamela Harris, Jaz Jones, Genia Hale, Debbie N. Silver, Phellicia S. Sorsby, Alfia Tomarchio, Christina Criscitello, Christine Whitehead Lavulo, Andrea Mayo, Roberta A. Pellant, Ed.D., Lillian Stulich and Whitney Wiley. New Jersey: Kate Butler Books, 2020

Author

- "A Lesson About Settlements", Los Angeles Daily Journal, 2011
- "What the NFL Teaches Us About Mediation", CAALA Advocate Magazine, 2011
- Co-authored with Andrew Albert, Esq.: "Mediating Your Employment Case - Sooner or Later?", CAALA Advocate Magazine, 2010
- Co-authored with Andrew Albert, Esq.: "Mediating Your Employment Case - Sooner or Later?", CAALA Advocate Magazine, 2010
- LACBA, Senior Lawyer Guide article "Mandatory Retirement: Greener Pastures?", 2008
- "Presenting Your Client at Trial in an Employment Case", CAOC Forum Magazine, 2008
- CAALA, "Navigating Arbitration in Employment Cases," 2007
- "Navigating Arbitration in Employment Cases", CAALA Advocate Magazine, 2007



- "Mediation Confidentiality", CAALA, 2007
- Bi-monthly column on employment law, trial advocacy, and related topics for the Los Angeles Daily Journal, 2001-2006
- ABTL, "Removal & Remand: Real or Sham Defendants?" January 2006
- The Advocate Magazine, "Depositions and Discovery Quicksand," 2002
- OCBA Labor and Employment Section, "Arbitration after Circuit City and Armendariz," 2001
- CAOC, Arbitrations, 2001
- CAALA, "To Arbitrate or Litigate, 2001"
- CAOC, Attorneys Fees, 1999
- "You're Served, What to do When Served with Subpoena", O.C. Psychological Association, July 1994
- "Sexual Harassment - The Evolution & The Revolution," Women in the Workplace, Nov. 1993

Contributing Author

- Contributing Author with Rachel Goldstein, Esq.: American Bar Association (ABA) book, Litigating the Gender Harassment and Retaliation Case, Chapter 3, "Investigating, Preparing, and Responding to the Administrative Charge and Court Complaint: Plaintiff's Perspective", Published 2019, (update of the 2010 ABA book)
- ABA, Litigating the Workplace Harassment Case, Chapter on The Intake Process, Investigation, Preparation, and Filing of a Harassment Claim, Published 2010
- The Rutter Group, California Practice Guide - Employment Litigation, Chapter 10, "Harassment", Published 2006
- Rutter Group, California Practice Guide, Employment Litigation, Chapter on Sexual Harassment, Published 2001



- Rutter Group/CJA, Wrongful Termination and Employment Discrimination Program Update, January, Published 1995

Advisor

- Action Guide on Establishing Good Client Relations, California Continuing Education of the Bar, 1990
- Served on Editorial Advisory Board and writes articles for Matthew Bender's Labor and Employment Bulletin.

Community Involvement

- WISEPLace, a women's shelter that provides disadvantaged and homeless women with temporary housing, resources, support, food and work skills, and generally helps the residents to get back on their feet, find jobs and housing.
- Direct Connections to Africa ("DCTA"), a non-profit organization, which provides schooling, food and medical supplies, internet, as well as support, to the residents of Malawi, Africa; Supporter and sponsor for several children and students in Malawi, Africa, since 2011
- Orange County United Way's Women's Philanthropy Fund; One of the first 100 inaugural members.
- CHOC Follies, musical show, benefitting Children's Hospital of Orange County ("CHOC"); Cast member for seven (7) years; Served on Sponsorship Committee.
- Working Wardrobes, a non-profit organization that assists survivors of domestic violence and other adults in crisis to re-enter the workforce; Served on Board of Directors
- Animal Crackers Pet Rescue; Board of Directors, 2016
- Child or Parental Emergency Services ("COPES"), a non-profit organization directed against child abuse, and providing shelter for abused or neglected children; President for three (3) years; Board Member for ten (10) years

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Representative Cases

- David A. Vazquez, Jose R. Armas, and Samuel Moreno v. Cargill, Inc., 509 F. Supp. 2d 903, (2007)
- James Haluck, Michael Litton v. Ricoh Electronics, Inc., et al, 151 Cal. App. 4th 994 (2007)
- Corin v. Pomona College, 45 Cal. App. 4th 1716 (1996)
- Nelson v. Carlson City Dana Point, 17 Cal. App. 4th 732 (1993)