

NADIA P. BERMUDEZ

PRINCIPAL

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OFFICE:
San Diego

LANGUAGES:
English, Spanish



Nadia brings deep experience and a sharp understanding of California's ever-evolving business and employment landscapes.

Nadia Bermudez is a key asset of Meyers Nave's [Labor and Employment](#) practice focusing on protecting clients' rights and helping them move forward with confidence. Whether in the courtroom or advising behind the scenes, Nadia's approach is grounded in practical strategy, legal insight, and a clear commitment to her clients.

Her work spans litigation and proactive counseling, guiding employers through complex issues like wage and hour compliance, internal investigations, and policy development. Her work not only resolves legal issues, but builds healthier and more respectful environments. She's equally comfortable in high-profile disputes as she is staying ahead of potential problems. Clients appreciate that, and her ability to tailor solutions to their specific needs as she zealously represents them in hearings, arbitrations, and from trial through appeal.

Nadia regularly defends across a wide range of claims involving wrongful termination, discrimination, harassment, retaliation, and wage and hour violations. She also advises and represents companies in complex disputes involving current and former employees, particularly when related to misappropriation of trade secrets, breaches of confidentiality, unfair competition, and other business torts. Her work includes pursuing and defending against claims that have significant financial and reputational impact on the employer.

Nadia is also widely recognized for training on harassment prevention, disability law, and diversity in the workplace. She frequently leads investigations and is a member of the Association of Workplace Investigators. This expansive background often leads her to serve as an expert witness across a variety of matters.

Beyond her legal practice, Nadia also plays a key role in the broader legal community. She serves on the Advisory Board for the Ninth Circuit Court of Appeals and was appointed by Governor Newsom to the Judicial Selection Advisory Committee for San

EDUCATION

University of California, Irvine, BA,
1998

Stanford University Law School, JD,
2001

Strauss Institute, Pepperdine
University, Certificate: Mediating
the Litigated Case, 2026

ADMISSIONS

California, 2001 – Bar No. 216555

U.S. District Court, Northern District
of California

U.S. District Court, Central District
of California

U.S. District Court, Southern District
of California

PRACTICE AREAS

Labor & Employment

Advice & Counsel

Labor Law

Litigation & Dispute Resolution

Diego and Imperial Counties, where she has served as Vice Chair since 2019.

Training

Nadia earned her undergraduate degree from UC Irvine and her J.D. from Stanford. She has many honors and her work has been recognized at both the state and national levels. Above all, she is known for steady leadership, thoughtful counsel, and dedication to justice and equity. Her work reflects not only the values of Meyers Nave but those of the clients and communities she serves. Working with Nadia means having an advocate who is both approachable and deeply committed to delivering results.

Workplace Investigations

HONORS & AWARDS

- *The Best Lawyers in America* – Employment Law – Management/Litigation – Labor and Employment (2025–2027)
- Women of Influence in Law – *San Diego Business Journal* (2024–2025)
- San Diego Super Lawyers: Top 50 (2020–2026); Top 25 Women Attorneys (2019–2026); Employment Litigation Defense (2015–2026)
- Top Labor & Employment Lawyers, *Daily Journal* (2024, 2026)
- Top 100 Leader in the Law – *San Diego Business Journal* (2022)
- Leader in the Law – Employment – *San Diego Business Journal* (2019)
- AV-Preeminent rated by *Martindale-Hubbell* (2019)
- Award for Service to SDLRLA – *San Diego La Raza Lawyers Association* (2019)
- Belva Lockwood Award – *Lawyers Club of San Diego* (2017)
- Service Award for Diversity – *San Diego County Bar Association* (2014)
- Best of the Bar – *San Diego Business Journal* (June 2014)
- Top Attorney – Labor & Employment – *San Diego Daily Transcript* (2008, 2014)
- Lauds & Laurels Distinguished Alumna for the School of Social Science – *University of California, Irvine* (2012)
- Top Attorney Under 40 (1 of 5 lawyers nationally) – *Hispanic National Bar Association* (2011)
- Top Attorney – Semi-finalist, Labor & Employment – *San Diego Daily Transcript* (2007, 2010)
- Women Who Mean Business, Honoree – *San Diego Business Journal* (2009)
- 40 Under 40 – *San Diego Metropolitan Magazine* (2007)
- Top Young Attorney – *San Diego Daily Transcript* (2007)
- Distinguished Service Award – *San Diego Volunteer Lawyers Program* (2005)
- Wiley W. Manuel Award for Pro Bono Legal Services – *State Bar of California*

(2002–2004)

- Outstanding Service Award – *Office of Senator Barbara Boxer* (2002)

PROFESSIONAL & COMMUNITY AFFILIATIONS

- Ninth Circuit Advisory Board, appointed by Chief Judge Mary Murguía (2023–Present)
- Vice-Chair, Judicial Selection Advisory Committee (San Diego and Imperial Counties), appointed by Governor Gavin Newsom (2019–2026)
- [San Diego Superior Court Committee on the Elimination of Bias](#) (2020–2023)
- United States District Court, Southern District of California: Lawyer Representative (2016–2019)
- [San Diego La Raza Lawyers Association](#): Scholarship Fund Board of Directors (2009–Present); President (2009–2010 & 2011–2014); Newsletter Editor (2009–2013); Board of Directors (2002–2011)
- [Lawyers Club of San Diego](#): President (2008–2009); Co-Chair, Fund for Justice 25th Anniversary (2025); Co-Chair, Diverse Women’s Committee (2013–2014); Advisory Board Member (2009–2010; 2013–2014); Chair, Endorsements Committee (2009–2010); Board of Directors (2005–2009); Vice-President (2007–2008); Chair, 35th Anniversary Dinner of Lawyers Club of San Diego (2007); Secretary (2005–2006)
- Senator Dianne Feinstein’s Advisory Committee for the Southern District of California: recommending nominees for the positions of U.S. District Court Judge, U.S. Attorney, and U.S. Marshal (2009–2022)
- [California Lawyers Association](#): Labor and Employment Law Section
- [San Diego County Bar Association](#): Board of Directors (2010–2013); Vice-President (2012–2013); Vice-Chair, Labor & Employment Committee (2019–2022).
- State Bar of California, Member (Present)
- [Federal Bar Association](#): Task Force Diversity Committee (2017–2018); San Diego Chapter, Labor & Employment Law Section (2016–Present)
- Merit Selection Panel for U.S. Magistrate Judge, appointed by Chief Judge Larry A. Burns of the U.S. District Court, Southern District of California (2019); appointed by then Chief Judge Barry Ted Moskowitz of the U.S. District Court, Southern District of California (2017–2018), appointed by then Chief Judge Irma Gonzalez of the U.S. District Court (2010).
- [American Bar Association](#): (2006–2011) Chair-Elect (2009–2011); Legal Opportunity Scholarship Selection Committee (2008–2011); Chair-Elect Designee (2008–2009); Newsletter Vice-Chair (2007–2008); Member, TIPS CLE Board Special Standing Committee (2007–2008); Member, Tort Trial Insurance Practice Section (“TIPS”) Inaugural Leadership Academy (2006–2007); Vice-Chair, TIPS Employment Law & Litigation Committee (2006–2007)

- [California La Raza Lawyers Association](#): Southern District, Vice President (2013–2015)
- [Hispanic National Bar Association](#): Latina Commission (2016–2018); Regional Representative (2004–2005; 2013–2014), American Corporate Counsel Legal Executive Training Pilot Program (2010–2011)

PRESENTATIONS & PUBLICATIONS

- Panelist, “Building Your Net Worth with Your Network” Latinas in the Law, April 11, 2026
- Presenter, “New Employment Laws and Emerging Workplace Challenges” San Diego Regional EDC HR Forum, February 19, 2026
- Presenter, “New Litigation Matter: First Steps” Meyers Nave Elevate Your Practice, February 18, 2026
- Presenter, “Employment Law in California: 2026 Updates,” San Diego Regional EDC, February 11, 2026
- Presenter, “Business Compliance in 2026: What Every Business Owner Needs to Know,” Imperial Valley Regional Chamber Webinar, January 27, 2026
- Presenter, “2026 Employment Law Update” Meyers Nave Webinar, December 22, 2025
- Presenter, “PAGA: Everything You Wanted to Know, But Were Afraid to Ask,” Meyers Nave Webinar, December 3, 2025
- Author, “Why Mediate?” Meyers Nave Client Alert, October 16, 2025
- Presenter, “Staying Power: The Retention Crisis Affecting Women of Color in Law” Lawyers Club of San Diego, Diverse Women’s Committee Luncheon, October 16, 2025
- Presenter, “DEI NOW: What Employers Need to Know” Meyers Nave webinar, April 10, 2025
- Author, “Federal Court Partially Blocks Trump’s DEI Executive Orders, Adding to Compliance Uncertainty for California Employers and Federal Contractors” Meyers Nave Client Alert, February 28, 2025
- Author “New Development for California Employers Defending PAGA Claims” Meyers Nave Client Alert, January 24, 2025
- Author, “Employment Law Update” Meyers Nave Client Alert, January 9, 2025
- Presenter, “Don’t Believe Everything You See: Reading People and Judging Credibility” National Association of Women Judges 2024 Annual Conference, October 18, 2024
- Presenter, “Labor Law Updates 2024” The Imperial Valley Employer Advisory Council Annual Seminar 2024, February 15, 2024
- Presenter, “2024 Employment Law Update – Public Entity Employers” Meyers Nave webinar, January 11, 2024
- Presenter, “2024 Employment Law Update – Private Sector and Non-Profit Employers”

Meyers Nave webinar, December 12, 2023

- Interview, "Meyers Nave Adds Klinedinst Employment Ace In San Diego" Law360, October 6, 2023
- Author, "[Expansion of Employee Rights Creates a Complex Compliance Landscape for U.S. Employers](#)" *USLAW Magazine*, USLAW Network (Winter, 2023)
- Speaker, "Employment Law 2021" Imperial County Office of Education Committee Meeting (January 29, 2021)
- Speaker, "COVID-19: Facing New Challenges" Imperial Valley EAC General Meeting, October 15, 2020
- Panelist, "[Being Present, Visible, and Successful from Day One](#)" Diversity Fellowship Program, June 23, 2020
- "New Employment Laws" El Centro Chamber of Commerce (February 14, 2020)
- "Sexual Harassment Prevention Training Seminar" El Centro Chamber of Commerce & Visitors Bureau (April 30, 2019)
- Speaker, NAWL, Mid-Year Meeting (February 28, 2019)
- "2019 Labor Law Update" El Centro Chamber of Commerce & Visitors Bureau (January 11, 2019)
- Co-Author, "Voir Dire and Opening Statement: Defense Perspective" *Sexual Harassment and Retaliation: A Practical Guide for Plaintiff and Defense* (2019) (Published by ABA Book Publishing)
- Co-Author, Chapter entitled "Voir Dire and Defense Opening Statement" in *Litigating the Workplace Harassment Case*, an ABA book publication, 2019
- "[Unemployment Rises in Imperial County](#)" *Imperial Valley Press* (August 21, 2016)
- Co-Author, "Recent Federal Court Rulings Highlight Subjective and Broad Nature of Defining Religious Practice Under Federal Anti-Discrimination Laws" ABA Tort Trial Insurance Practice Section ("TIPS") Employment Law & Litigation Newsletter, Fall 2013
- Co-Author, "Discrimination in the Information Age: Genetic Information Nondiscrimination Act's Regulations Published by EEOC" ABA TortSource, Spring 2011
- Co-Author, Chapter entitled "Voir Dire and Defense Opening Statement" in *Litigating the Workplace Harassment Case*, an ABA book publication, November 2010
- Author, "Two Front Battles: Motions to Stay Civil Proceedings Pending Concurrent Criminal Proceedings" ABA TIPS – Business Litigation Committee Newsletter, Spring 2009
- Author, "WARN Act Returns to Notorious Prominence: Creditor Liability for Mass Lay-Off" ABA TIPS – Employment Law & Litigation Newsletter, Summer 2008
- Co-Author, "States Pass New Laws for Military Family Leave" ABA's TIPS – Employment Law & Litigation Newsletter, Winter 2008
- Author, "The Cat's Paw: How Racial Animus Can Infect an Employer's Decision-Making Process" ABA's TIPS – Employment Law & Litigation Newsletter, Employment & Benefits

Working Group Newsletter, Winter 2007

- Author, "Meeting Round-up, Spring Meeting in Newport Beach" ABA, TIPS-Tort Source, Vol.9, No.4, 2007
- Author, "War & Peace: The Uniformed Services Employment and Reemployment Act" ABA's TIPS – Employment Law & Litigation Newsletter, Winter 2007
- Author, "If Inaugural Session Is Any Indication, Future of Profession is in Capable Hands" ABA's TIPS – Diversity in the Profession Committee Newsletter, Vol. 1, Issue 2, Nov. 2006
- Co-Author, Annual Review of Federal Securities Regulation, *The Business Lawyer*, 59:2 (2004)
- Co-Author, Annual Review of Federal Securities Regulation, *The Business Lawyer*, 58:2 (2003)
- Co-Author, Annual Review of Federal Securities Litigation, *The Business Lawyer*, 57:2 (2003)

REPRESENTATIVE EXPERIENCE

- ***Figueroa v. San Diego Metropolitan Transit System.*** As lead counsel to MTS, won summary judgment and terminating sanctions in *Figueroa v. MTS*, a former employee's suit alleging harassment, retaliation, and wrongful termination that also named Nathan Fletcher, then chair of the MTS board. The case drew significant media and television coverage and turned on hard-fought electronic discovery into social media and text messages, where the record Nadia built proved decisive.
- ***Outlaw v. San Diego Metropolitan Transit System.*** This related case was brought by MTS's former Chief Information Officer, alleging retaliation connected to her involvement in discovery in the *Figueroa* matter. We also obtained summary judgment in this case.
- **City of Milpitas.** Won complete summary judgment for the City of Milpitas in *McHarris v. City of Milpitas*, defeating a former city manager's claims for breach of contract, retaliation, and wrongful termination. The result cleared every claim and ended an intense two-year action that carried political as well as legal stakes, and the court awarded the City nearly \$400,000 in reimbursements.
- **Professional Football Team.** Tried two employment arbitrations to defense decisions for a professional football team, defeating claims of discrimination, retaliation, and Labor Code violations brought by the organization's non-player staff. Nadia tried both alongside the team's former general counsel in a tightly coordinated defense.
- **Wage and Hour Jury Trial.** Won a defense jury trial on wage and hour claims brought against a law firm by a former employee. The case was tried over several days in front of an Orange County jury in Westminster, California. Defense victory on all claims brought by the former lawyer of the firm, including breach of contract and Labor Code violations.

- **Commercial Bench Trial.** Won a defense decision at bench trial in Los Angeles Superior Court on breach-of-contract claims arising from an international sale of scrap iron. Case involved a cross-border transaction between US based companies and involved expert witnesses about the scrap iron market in South Korea with sales originating in Mexico.

PUBLISHED DECISIONS

- ***Hargrove v. Legacy Healthcare, Inc.* 80 Cal.App.5th 782 (2022)** – Lead counsel in a case holding that PAGA plaintiffs cannot be substituted because administrative remedies were not exhausted.