

Employment Law

[Lead] Employment law counseling, transactions, document drafting, litigation, and arbitration for successful businesses and high net worth individuals in California.

Prevention is always less costly than cure. That is why our employment law team is committed to anticipating and preventing employment-related problems before they arise. Increasingly complex laws and regulations make staying on top of the employer's responsibilities and employees' rights challenging for domestic and international businesses of all sizes and industries, as well as for individuals employing domestic staff in California.

As California is a highly-regulated state, employers must not only comply with all federal and state employment laws but also city employment laws, which can vary significantly within a single county. For example, Los Angeles, Santa Monica, Emeryville, and Berkeley, to name a few, each has localized sick leave ordinances. Therefore, we ensure that our clients understand their responsibilities within this complicated and ever-changing matrix of laws, ordinances, and court decisions, and provide all employers with information, advice, and training that minimizes their exposure to costly litigation or administrative claims.

Efficient human resource operations

We understand of our clients' desire to control their workforce without compromising efficient operations. Our lawyers work alongside employers to help them achieve the most beneficial balance, while also protecting their proprietary interests and confidential information.

We have decades of experience in assisting employers in structuring human resource processes, documents, and transactions in critical areas such as wage and hour compliance, benefits, discipline and termination, discrimination, retaliation, and covenants not to compete. In concert with clients, we prepare employee handbooks, employment applications, confidentiality agreements, assignment of rights and non-solicitation, executive contracts, and severance and release agreements. Our clients also engage us to provide in-house management training on topics including preventing sexual harassment and minimizing all types of employer liability.

Employment law scope and depth

Our transactional employment specialists step in when businesses encounter employment-related issues that go beyond everyday human resource management, such as those that arise during mergers, reductions in force, and acquisitions. For example, working with the firm's corporate attorneys on transactions, such as asset purchase agreements, they address employment-related representations of warranties, executive contracts, and other employment-related issues.

Another unique area where we have extensive experience is in representing high-profile and high net worth individuals in domestic employee relations. Possessing an in-depth background on complex domestic wage and hour laws and confidentiality protections, our lawyers that practice in this specialty provide the needed guidance that is paramount to compliance and successful relationships.

California employment litigation and arbitration

When employment disputes are unavoidable, our employment law litigators are well-equipped to represent employers across a full range of claims in both litigation and arbitration. In fact, we have even successfully served a number of our clients in landmark employment lawsuits.

In employment disputes, we cover the territory—from breach of contract, wage and hour, retaliation, and covenants not to compete to trade secret misappropriation, defamation, and all protected forms of discrimination, and from invasion of privacy, negligent hiring and retention, and public policy violations to unfair competition, commission disputes, and whistleblower disputes.

While we firmly believe that litigation is always the last option, when a client needs to defend itself in court or right a wrong that has been committed against it, we litigate, aggressively or take a case to conclusion in arbitration in the most effective manner. We base our litigation strategy upon each employer's unique business goals and place significant importance upon their risk tolerance, as well as negative brand impact from public perception.
