

LABOR LAW
 EMPLOYMENT LAW
 WORKPLACE INVESTIGATIONS
 TRAINING PROGRAMS



CAMILLE HAMILTON PATING

Chair, Labor & Employment Practice and Workplace Investigations Practice

Camille Hamilton Pating leads Meyers Nave's statewide Labor and Employment Practice and Workplace Investigations Practice. She is a well-respected expert in employment law for 35 years and a go-to independent attorney fact-finder for high-profile investigations. Camille is also an experienced litigator advising and defending employers in litigation, arbitrations and disciplinary hearings and appeals. Camille is a thought leader in Diversity, Equity and Inclusion programs and develops and leads innovative training programs. The *Daily Journal* selected Camille among California's "Top Labor and Employment Lawyers" in 2020.

WHAT MAKES US DIFFERENT?

- Our approach is pragmatic and people-centered. We aim to keep clients out of trouble and help them enhance operations, increase employee engagement, and live out their organizational mission and values.
- We provide practical advice to organizations that wish not only to comply with the challenging mix of local, state and federal laws and regulations, but also to create a sustainable and thriving workplace of choice.

OVERVIEW

Meyers Nave's Labor and Employment Practice Group consists of attorneys who focus 100 percent of their practice on labor and employment issues. We represent corporations, public entities and nonprofits throughout California. We provide daily counseling, advise on employee handbooks, conduct training programs, and handle workplace investigations, as well as administrative claims, grievances, ULPs and employee relations issues, mediation, arbitration, and litigation in state and federal courts.

EMPLOYMENT LAW ADVICE

We help employers in all sectors of the economy with sophisticated, operations-focused advice on complex issues such as employee classification, discipline and terminations, leaves of absence, internal communication, workplace culture, social media, disability issues, employee privacy and free speech rights, whistleblower laws, and management of internal and external complaints.

To assure best practices and compliance, our attorneys are experts in drafting and revising personnel policies, employee handbooks, and employment contracts, as well as conducting audits covering the entire organization or focusing on specific subjects such as hiring practices, discrimination, or workplace safety.

EMPLOYMENT LAW LITIGATION

Litigation can be costly and stressful for employers. We focus on quickly and efficiently achieving the best possible results by maximizing tools to avoid unnecessary litigation, such as counseling on how to

manage risks, focusing on early case assessment, and utilizing mediation, arbitration and settlement when appropriate.

When litigation is unavoidable, we have experience defending employers in single- and multi-plaintiff lawsuits involving wage-and-hour issues, wrongful termination, sexual harassment, racial discrimination, disability accommodation, retaliation, defamation, medical leave, and trade secret misappropriation, among others. We also provide crisis communications advice.

LABOR LAW

Our labor lawyers serve as lead negotiator and labor counsel for employers that are involved with labor organizations representing every type of employee—rank and file, management, confidential, professional, and police and fire. We have negotiated hundreds of labor contracts for small, medium and large employers, including during challenging financial times and during the COVID-19 pandemic. We handle collective bargaining, concession and interest-based bargaining, meet and confer, discipline, grievances, unfair labor practice charges, fact-finding proceedings, interest arbitrations and administrative hearings.

Our experience includes preparation and strategy, serving as chief spokesperson at the table, advising on impasse procedures, and briefing management. We also draft and meet with unions on Employer-Employee Relations Rules governing unit and representation processes. A key strength of our negotiations practice is our experience litigating and arbitrating the same issues negotiated at the bargaining table.

Labor & Employment Law Services

- Preventive counseling on all labor and employment issues
- Administrative agency hearings
- Employment litigation
- Workplace misconduct investigations
- Labor relations, negotiations and concession bargaining
- Contract interpretation and interest arbitration
- Unfair labor practice charges and fact-finding proceedings
- Representation and decertification petitions
- Human resources and FLSA audits
- Employee discipline and Skelly hearings
- Trade secret agreements and disputes
- Layoffs and furloughs
- DFEH, EEOC, PERB, OSHA, Office for Civil Rights and Department of Labor proceedings
- Diversity, Equity and Inclusion Initiatives
- In-house training and workshops
- Compensation and benefits
- Severance packages
- Mediation and arbitration
- Regulatory compliance
- Neutral advisors to councils and commissions
- Reorganization issues
- Employee handbooks and employment policies

WORKPLACE INVESTIGATIONS

One of the distinguishing factors of our labor and employment practice is that we have had a specialty Workplace Investigations group for more than 10 years. We have conducted over 250 high-profile investigations on virtually every type of current and emerging workplace misconduct allegation, including ethics violations, hostile work environment, harassment, discrimination, bullying, retaliation, implicit bias, substance abuse and fraud, waste and abuse. We also advise on and supervise internal employer investigations to assure compliance with state and federal laws.

We specialize in sensitive, high-stakes investigations that involve the leadership ranks of an organization: elected officials, Board members, executive officers and management team members, department managers, and key personnel including police and fire chiefs, university faculty, and school administrators. We are well known for handling investigations of alleged conduct that is already front-page news or is likely to become a headline during or after the investigation.

As attorneys who also represent clients in employment litigation, we know how to conduct independent investigations and prepare reports that will withstand scrutiny and credibly serve in a courtroom, arbitration or public domain.

TRAINING

The #MeToo movement revealed that traditional workplace misconduct training focused on technical legal compliance did not have the intended effect of preventing or stopping inappropriate workplace behaviors. Meyers Nave has created innovative and top-rated new training programs that enhance workplace culture, incorporate a practical approach, and reflect modern workplace scenarios and issues. Our highly requested programs are designed to provide employees with the awareness, knowledge, and tools needed to thrive in today's complex workplace.

We provide training tailored to each specific employer on a wide range of workplace issues, including:

- Political Speech on Work Platforms
- Harassment and Bullying Prevention
- Recognizing and Minimizing Implicit Bias
- How to Have Inclusive Conversations about Difficult Issues
- Protecting Due Process of the Accused While Investigating Allegations
- Promoting a Respectful Workplace
- Bystander Intervention Training
- Managing Leaves of Absence
- Board of Directors' Responsibilities in Responding to Staff Complaints
- Discipline That Stands Up at Arbitration and in Court
- EEO and Wage-and-Hour Basics for Managers

DIVERSITY, EQUITY AND INCLUSION INITIATIVES

Our attorneys have assisted numerous employers in technology, media, legal, educational, manufacturing, and arts organizations to create, restructure and implement Diversity, Equity and Inclusion ("DEI") programs and initiatives. We provide services customized to fit each client's needs and goals, including designing and providing specialized trainings and educational programs, conducting workplace culture assessments, and advising employers on providing or enhancing support for DEI policies and practices.

Our objectives mirror those of our clients, who value a workplace that reflects diversity of ideas, perspectives and backgrounds for business success. We have the expertise to help employers create effective and innovative DEI solutions.

PRACTICE EXPANSION

In 2020, Meyers Nave merged with Brown Law Group, a prominent woman- and minority-owned employment law firm based in San Diego. The merger increases the size, state-wide reach and depth of our capabilities for representing employers in high impact litigation throughout California.