

LABOR LAW

EMPLOYMENT LAW

WORKPLACE INVESTIGATIONS

TRAINING PROGRAMS

Our Labor and Employment Law attorneys represent corporations, public entities and nonprofits throughout California. Our attorneys provide day-to-day counseling, draft and review employee handbooks, and conduct internal training programs. We also handle workplace investigations, administrative claims, labor claims, mediation, arbitration, and litigation in state and federal courts. Our team has special expertise helping employers develop and implement Diversity, Equity and Inclusion programs and initiatives. Meyers Nave is also providing employers with general advice and counsel relating to COVID-19 Return To Work issues.

EMPLOYMENT LITIGATION
(TRIAL, EEOC, ARBITRATIONS)

San Francisco East Bay City

Obtained unanimous jury defense verdict rejecting all 28 claims against a City, Chief of Police and Deputy Chief of Police in a highly publicized multi-million dollar employment lawsuit alleging discrimination, harassment and retaliation filed by seven police officers.

National Grocer

Obtained dismissal with prejudice in a lawsuit alleging disability discrimination and failure to provide reasonable accommodation. Motions to compel discovery provided grounds for dismissal and \$5,000+ in sanctions.

Financial Institution

In a wrongful termination matter, plaintiff's contentious and unethical discovery disputes and abuses resulted in the trial court denying plaintiff's request to depose the HR representative. Court granted employer's motion for summary judgment and Fourth District Court of Appeal upheld. CA Supreme Court denied plaintiff's writ.

Public University

Obtained a court order granting demurrer without leave to amend following a suit by a former employee alleging wrongful termination, discrimination, retaliation, and harassment. Fourth District Court of Appeal affirmed the trial court's decision and awarded defendant its costs on appeal.

EMPLOYMENT LITIGATION
(TRIAL, EEOC, ARBITRATIONS)

National Retailer

Plaintiff sought \$7+ million in damages in a wrongful termination and age discrimination suit. The Magistrate Judge granted plaintiff's discovery request for a worldwide production of the employer's records. Successful appeal of the Judge's order to the Presiding District Court Judge resulted in the reversal of the Magistrate Judge's order and inviting the employer to file a Rule 11 motion against plaintiff. While Rule 11 and summary judgment motions were pending, plaintiff agreed to dismiss all claims with prejudice in exchange for a waiver of costs.

Home Décor Retailer

In a case involving a former employee seeking \$3-\$5 million in compensatory and punitive damages, the discovery stage revealed that the former employee stole documents from her employer in the days immediately preceding termination. The employer counter-sued for breach of contractual duty of loyalty and confidentiality. Successful litigation of the counter-claim earned a victory for the employer on summary judgment. Subsequent defense against harassment and retaliation claims in a five-day arbitration resulted in another victory for the employer when the arbitrator dismissed all of the employee's claims, concluding that the employee was terminated due to her combative workplace interactions with co-workers.

Federal Government Employer

Obtained a complete defense verdict at a lengthy administrative trial before an EEOC Administrative Law Judge following the filing of a complaint alleging discrimination, harassment, and retaliation. Employee's appeal was denied.

EMPLOYMENT LITIGATION
(TRIAL, EEOC, ARBITRATIONS)

Energy Company

At mediation using innovative and non-economic settlement tactics, successfully resolved a case involving allegations of sexual orientation discrimination by an executive. Matter presented a unique challenge because plaintiff's allegations were directed, in part, toward a high-level executive in the same protected class as plaintiff.

Largest U.S. County

Obtained favorable settlement for a CA County in an employee termination suit filed by County's highest paid unelected position. Plaintiff held position for five years reporting to Board of Supervisors. Board voted to terminate, plaintiff asserted whistleblower retaliation claims, and County asserted released as at-will employee.

Transit Manufacturer

In an age discrimination case by an employee terminated as part of a company-wide reduction in force, a motion for summary judgment was filed to dispose of the action after analysis of the employer's actions. The trial court's tentative ruling denied employer's motion for summary judgment, but at oral argument the Court reversed its tentative ruling and dismissed the action on summary judgment. The Fourth District Court of Appeal affirmed the dismissal and the California Supreme Court denied plaintiff's writ.

Fortune 500 Company

Obtained summary judgment in U.S. District Court, Central District of California, for a Fortune 500 company in a retaliation and wrongful termination lawsuit alleging state and federal claims. Plaintiff sought \$1M+ in lost earnings and additional unidentified amounts for alleged emotional distress and punitive damages.

LABOR LAW
 EMPLOYMENT LAW
 WORKPLACE INVESTIGATIONS
 TRAINING PROGRAMS

SERVING ALL TYPES OF EMPLOYERS IN CALIFORNIA

- Private Sector, Public Sector, Non-Profit Sector
- Local, State, National and International Corporations
- Construction, Education, Finance, Government, Healthcare, Hospitality, Information Technology, Insurance, Lodging, Manufacturing, Museums, Restaurants, Retail, Transportation, Utilities

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

- Investigated allegations of sexual harassment against the CEO of a non-profit by program participants.
- Investigated allegations of harassment and abuse by an Executive Director of a social venture and technology non-profit.
- Investigated an employee of a financial services company following a high profile complaint that the employee made racial slurs outside of work.
- Investigated allegations of sexual harassment and inappropriate behavior toward female and male subordinates by a vice president at an international consumer products company.
- Investigated allegations that an entertainment company supervisor engaged in sexual harassment and inappropriate behavior toward female and male third-parties during a festival, which involved witnesses in four states.
- Investigated allegations of racial discrimination made by an employee at a San Francisco Bay Area-based technology company.
- Investigated allegations of financial mismanagement and misappropriation and conflict of interest by a CFO of a transit agency.
- Investigated allegations of bullying and abuse of employees at an audio entertainment company.
- Investigated allegations of racial bullying against two African American college students at a public university (caused public protests and involved the NAACP).
- Investigated allegations that an employee of a rideshare compare drugged another employee with “date rape” drugs.
- Investigated allegations against the former mayor of a California city of illegal videotaping and eavesdropping on colleagues via an intercom system.
- Investigated allegations of gender discrimination made by two female council members against the Mayor of a California city.
- Investigated allegations of discrimination, sexual harassment and retaliation made by senior police supervisors against a Chief of Police. Completed 60+ findings in 60 days.
- Investigated allegations that an Auditor for a transit agency engaged in bullying of employees.
- Investigated allegations that the CEO of a Health Plan engaged in conflict of interest and ethics violations, as well as harassment, retaliation and discrimination.
- Investigated allegations that an elected City Assessor-Recorder engaged in sexual harassment of male and female employees.