

PRACTICE GROUP
LEADER

Lizbeth (Beth) V. West
916.558.6082

SUB-PRACTICES
Employment Counseling

Employment Litigation

Employment Mediation

Government Employment
Compliance Audits

Trade Secret and Non-
Compete Litigation

Trainings

Workplace Investigations

ATTORNEYS

Ryan E. Abernethy
Senior Attorney

Meagan D. Bainbridge
Shareholder

Brendan J. Begley
Certified Appellate Law
Specialist

Lukas Clary
Shareholder

Katie A. Collins
Associate

Shauna N. Correia
Shareholder

LABOR & EMPLOYMENT LAW

Weintraub Tobin Employment attorneys advise employers in every aspect of traditional employment and labor law, ranging from preventative employment counseling to all types of employment-based disputes and litigation.

Our Employment attorneys provide counseling on issues such as hiring, disciplinary actions, terminations and layoffs, employment and severance contracts, covenants not to compete and employee handbooks.

We assist with compliance regarding a variety of state and federal laws, including but not limited to, wage and hour; independent contractor status; leaves of absence; reasonable accommodations; the prevention of harassment, discrimination, and retaliation; occupational health and safety; and workers' compensation under the California Labor Code and other statutes such as the California Fair Employment and Housing Act (FEHA), Title VII, the Age Discrimination in Employment Act (ADEA), the Family Medical Leave Act (FMLA), the California Family Rights Act (CFRA), the Americans with Disabilities Act (ADA), the Occupational Health and Safety Act (OSHA) and others.

Because not all employment issues can be anticipated or resolved prior to litigation, we defend employers before a variety of governmental agencies (including DOL, EEOC, DFEH, EDD, OFCCP, OAH), and federal and state courts. Our group has had marked success in defending employers, often winning summary judgment or other pre-trial dismissal. The firm's trial record is equally distinguished. Where appropriate, we also represent employers in alternative dispute resolution forums, including mediation and arbitration.

Our team has extensive experience in the following related services:

- Employment policies and procedures
- Employment contracts and compensation plans
- Unfair competition and protection of trade secrets
- Regulatory compliance, audits, investigations and hearings
- Wage and hour audits, counseling, and compliance



Rachel E. Davey

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- Counseling and training on various workplace issues such as prevention of harassment, discrimination, and retaliation; workplace health and safety; administering statutory leaves of absence and reasonable accommodation laws;
- Successful representation of employers in both single-plaintiff and representative employment-related litigation;
- Workplace Investigations regarding charges of harassment, discrimination or retaliation; workplace violence; theft; whistleblowing; drug or alcohol abuse; disciplines and terminations; and violations of company policies;
- Employment due diligence audits in connection with mergers and acquisitions to evaluate employment law compliance and identify potential sleeping liabilities;
- Employment Mediation;
- ADA and state disabilities access cases.

