



Ryan McCortney

Partner

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PRACTICE AREAS

- Labor and Employment
- Litigation

OVERVIEW

Mr. McCortney is a partner in the Labor and Employment Practice Group in the firm's Orange County office.

Areas of Practice

Mr. McCortney specializes in litigation and labor and employment law matters on behalf of management. He counsels and represents numerous employers in a wide variety of industries including healthcare, aerospace, software, high-tech, retailing, restaurants, construction, insurance, banking, finance, securities, and manufacturing. He represents employers in state and federal trial court and appellate proceedings as well as administrative proceedings before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, the U.S. Department of Labor, the Division of Labor Standards Enforcement, and OSHA.

He has litigated a wide range of employment-related claims, including wrongful termination, breach of contract, discrimination, harassment, retaliation, wage/hour disputes, unfair labor practices, misappropriation of trade secrets, and unfair competition. He has represented numerous employers in class action lawsuits. He has also litigated a wide range of claims arising out of partnership disputes. He counsels employers on a full range of state and federal laws and regulations as well as IRCA and immigration matters.

EDUCATION

- J.D., University of Southern California, 1987
- A.B., Occidental College, 1984, *magna cum laude*, *Phi Beta Kappa*

ADMISSIONS

- California
- 9th Circuit Court of Appeals
- D.C. Circuit Court of Appeals
- U.S. Supreme Court

LANGUAGES

- Spanish

EXPERIENCE

Mr. McCortney was on special assignment at a large aerospace company from May

through September, 1991 where he advised all levels of management on employment issues.

Mr. McCortney argued before the United States Supreme Court on behalf of the employer in *Hoffman Plastic Compounds, Inc. v. NLRB*, 122 S.Ct. 1275, 535 U.S. 137 (2002), in which the Court found in favor of the employer in a 5-4 decision. The case involved whether illegal aliens are entitled to backpay under the National Labor Relations Act.

HONORS

- Southern California Super Lawyer, 2007, 2008, 2009, 2010

MEMBERSHIPS

- Member, Labor and Employment Law Section, California State Bar Association
- Member, Labor and Employment Law Section, American Bar Association