



Aaron W. Heisler

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PRACTICE AREAS

- Labor and Employment

OVERVIEW

Aaron Heisler is an associate in the Labor and Employment Practice Group in the firm's Santa Barbara office. Mr. Heisler is also a member of Sheppard Mullin's Electronic Discovery (e-Discovery) Team.

Areas of Practice

Mr. Heisler represents management in all aspects of Labor and Employment Law. He counsels employers on the full spectrum of employment issues and represents employers in litigation and arbitration on a broad range of matters, including claims for wages, harassment, discrimination and wrongful termination.

EDUCATION

- J.D., University of California, Los Angeles, 2004
- B.A., University of California, Santa Barbara, 1999

EXPERIENCE

Mr. Heisler represented a national retail chain and an individually-named supervisor accused of discriminating against and terminating a former employee on the basis of her alleged disability. The case contained complex issues under state and federal family medical leave laws, and under California's Fair Employment and Housing Act. Nevertheless, the plaintiff agreed to dismiss her case in exchange for a waiver of the defendants' right to pursue the costs of their defense shortly after completing a single exchange of written discovery and the first session of the plaintiff's deposition.

Mr. Heisler represented an international corporation and an individually-named supervisor accused of discriminating against and terminating a former employee on the basis of her disability, race, and national origin. After nearly two years of litigation - including out-of-state depositions and numerous discovery battles - the defendants obtained summary judgment on all counts, disposing of the case without the need for trial. The plaintiff then agreed to waive her right to appeal the defense judgment in exchange for a waiver of the defendants' right to pursue the costs of their multiple-year defense.

MEMBERSHIPS

- Member, Santa Barbara County Bar Association, 2005, 2006
- Member, William L. Gordon Inn of Court, 2004, 2005, 2006

ARTICLES**Labor & Employment Law Blog Articles**

- "A Single "At Will" Clause Does Not An Employee Make"
- "Supreme Court Allows 401(k) Plan Participant to Sue For Reduction In Account Caused by Alleged Fiduciary Breach", February 22, 2008
- "California Supreme Court Approves Lump Sum Business Expense Reimbursements", November 9, 2007
- "California Supreme Court Approves Bonus Plan Using Net Profit Calculation", August 24, 2007
- "California Supreme Court confirms That Plaintiff Claiming Disability Discrimination Under FEHA Must Show Qualification for Position", August 23, 2007
- "Ninth Circuit Affirms Importance of Electronic Privacy Policies and Practices", February 28, 2007

EVENTS

- Breakfast With Your Labor Lawyer - Santa Barbara
- Labor and Employment Law: Mid-Year Update 2009 - Westlake Village
- New Labor & Employment Laws for 2009 - Westlake Village
- Executive Update on New FMLA Regulations: What You Need To Know
- Breakfast With Your Labor Lawyer - Santa Barbara