



Richard J. Simmons

Partner

Los Angeles/Downtown
333 South Hope Street
Forty-Third Floor
Los Angeles, CA 90071

Tel: 213.617.5518
Fax: 213.620.1398
rsimmons@sheppardmullin.com

PRACTICE AREAS

- Labor and Employment
- International Business

INDUSTRIES

- Food and Beverage

OVERVIEW

Richard J. Simmons is a partner in the Labor and Employment Practice Group in the firm's Los Angeles office.

Areas of Practice

Mr. Simmons represents employers in various labor relations matters involving state and federal wage and hour laws, wrongful discharge, employment discrimination, employee discipline and termination, employee benefits, affirmative action, union representation proceedings, and contract arbitrations.

EDUCATION

- J.D., University of California, Boalt Hall, 1976, Editor-in-Chief of the *Industrial Relations Law Journal*
- B.A., University of Massachusetts, 1973

HONORS

- The Best Lawyers In America, 2009, 2010
- Who's Who Legal: California, 2008, 2009
- Southern California Super Lawyer, 2008, 2009, 2010
- Best of the Bar, Labor and Employment, *Los Angeles Business Journal*, 2007
- One of the country's top leading labor and employment lawyers, Chambers & Partners', 2006, 2008 and 2009
- Appointed by the California Industrial Welfare Commission as a member of the 1987, 1984 and 1982 Minimum Wage Boards for the State of California

MEMBERSHIPS

- Member, Western Pension and Benefits Conference
- Member, California Society for Health Care Attorneys
- Member, American Society for Health Care Attorneys
- Member, Labor Law and Tax Sections, American and Los Angeles Bar Associations
- Member, National Advisory Board, Berkeley Journal of Employment and Labor Law, published by Boalt Hall School of Law at the University of California in Berkeley

ARTICLES

- Rainmaking, *Daily Journal*, October 21, 2009

- Top Labor Attorney - Richard Simmons, *Los Angeles Daily Journal*, July 15, 2009
- Court Decision on Meal Periods, Rest Periods and Off-The-Clock Work is Absolutely Attention-Getting, *HR & Employment Bulletin*, August 5, 2008
- Steeped in Employment Law, January 23, 2006
- WCAB Adopts Stunning Reversal of Position Regarding Health Insurance Obligations To Employees on Workers' Compensation Leave, March 8, 2002
- Interview with Richard J. Simmons, February 23, 2002
- IWC Seeks to Clarify Uncertainty Regarding Salary Basis Rules, November 10, 2001
- Labor Commission Issues New Exemption Standards, June 13, 2001
- California's "Sue Your Boss" Law - Compliance Audits Under the Private Attorneys General Act of 2004
- California Employer's Guide To The Federal Overtime Exemptions
- California's Anti-Business Employment Laws -- Monuments To Inefficiency
- Wage and Hour Manual For California Hotels, Motels, and Restaurants
- Hospital Wage-Hour Manual
- Guide to EEO Practices and Employment Discrimination Laws for Hotels, Motels, and Restaurants
- Management Guide to Equal Employment Opportunity and Affirmative Action, Institute of Industrial Relations, UCLA
- The Hospital Equal Employment Opportunity Manual
- Employer Obligations Under the Federal Plant Closing Law
- "Coping with COBRA--The New Federal Health Insurance Law," Labor and Employment Law News of the State Bar of California (Fall 1986)
- "Employer Rights: An Endangered Species," The 28th Annual Personnel and Industrial Relations Association Conference (Winter 1985)
- "Wrongful Discharge," California Society for Health Care Attorneys Journal (1984)
- "Wage Setoffs: The Do's and Don'ts of Deductions," Los Angeles Lawyer (February 1983)
- "Comparable Worth: An Emerging Doctrine," Rural Telecommunications Journal (Summer 1982)
- "Labor and Employment in the Theatre Industry," ShoWest Intro by Boxoffice Magazine (1988)
- "The New California Fair Employment and Housing Regulations: A Case of Administrative overreaching," Employee Relations Law Journal, Vol. 6, No. 2
- "Sexual Harassment in the Work Place," Rural Telecommunications Journal (Winter 1982)
- "A Lawyer's Guide to U.S. Wage and Price Standards," Los Angeles Lawyer (April 1979)
- "Application of WARN Rules to Hospitals," Healthcare Human Resources Management Association of California News (Fall 1989)
- "First Amendment Protection of Shopping Center Picketing," Industrial Relations Law Journal, Boalt Hall School of Law

BOOKS

- Leaves of Absence And Time Off From Work Manual - 9th Edition
- Wage and Hour Manual For California Employers - 14th Edition

- Family and Medical Leave Manual for California Employers - 11th Edition
- California's "Sue Your Boss" Law - 2nd Edition
- Employer's Guide to the Federal Family and Medical Leave Act - 9th Edition
- Employment Discrimination And EEO Practice Manual For California Employers - 9th Edition
- Sexual Harassment Training Manual and Prevention Kit - 9th Edition
- COBRA-Employer's Guide to the Federal Health Insurance Rules - 11th Edition
- Employee Handbook and Personnel Policies Manual - 11th Edition
- California's Meal and Rest Period Rules: Proactive Strategies For Compliance - 2nd Edition
- Wrongful Discharge, Staff Reduction And Employment Practices Manual - 4th Edition
- Book of Human Resources Forms - 2nd Edition
- California Employer's Guide to the Federal Overtime Exemptions
- California's Anti-Business Employment Laws - 2nd Edition
- Employer's Guide to Mass Layoff and Plant Closing Notification Rules - 5th Edition
- Employer's Guide To Workplace Security And Violence Prevention - 4th Edition
- The Federal Polygraph Law
- California's Paid Family Leave Law: SB 1661 - 2nd Edition
- The Federal Immigration Law - 2nd Edition
- Employer's Guide to SB 198 Injury and Illness Prevention Programs and the California Corporate Criminal Liability Act - 3rd Edition
- Employer's Guide to the Americans With Disabilities Act
- AB 60-The Reform of California's Wage And Hour Laws - 4th Edition

SPEECHES

- Mr. Simmons has lectured nationally on wage and hour, employment discrimination, wrongful termination, and other labor relations matters.
- He has also been a lecturer at graduate labor law courses presented by the University of California at Los Angeles and the University of Southern California, and has appeared as an authority on labor law and employee benefit issues on the CBS Evening News and NBC Nightly News.

EVENTS

- 2008 Employee Handbook And Personnel Policies - Los Angeles
- 2008 Employee Handbook And Personnel Policies - Los Angeles
- 2008 Employee Handbook And Personnel Policies - Orange County
- 2008 Employee Handbook And Personnel Policies - Orange County
- 2008 Employee Handbook And Personnel Policies - Pasadena
- 2008 Employee Handbook And Personnel Policies - Pasadena
- 2008 Employee Handbook And Personnel Policies - San Francisco
- 2008 Employment Discrimination And Personnel Relations Laws - Los Angeles
- 2008 Employment Discrimination And Personnel Relations Laws - Los Angeles
- 2008 Employment Discrimination And Personnel Relations Laws - Orange County

- 2008 Employment Discrimination And Personnel Relations Laws - Orange County
- 2008 Employment Discrimination And Personnel Relations Laws - Pasadena
- 2008 Employment Discrimination And Personnel Relations Laws - Pasadena
- 2008 Employment Discrimination And Personnel Relations Laws - San Francisco
- 2008 Wage and Hour Laws - Los Angeles
- 2008 Wage and Hour Laws - Los Angeles
- 2008 Wage and Hour Laws - Orange County
- 2008 Wage and Hour Laws - Orange County
- 2008 Wage and Hour Laws - Pasadena
- 2008 Wage and Hour Laws - Pasadena
- 2008 Wage and Hour Laws - San Francisco
- 2009 Employee Handbook And Personnel Policies - Los Angeles
- 2009 Employee Handbook And Personnel Policies - Orange County
- 2009 Employee Handbook And Personnel Policies - Pasadena
- 2009 Employee Handbook And Personnel Policies - San Francisco
- 2009 Employment Discrimination And Personnel Relations Laws - Los Angeles
- 2009 Employment Discrimination And Personnel Relations Laws - Orange County
- 2009 Employment Discrimination And Personnel Relations Laws - Pasadena
- 2009 Employment Discrimination And Personnel Relations Laws - San Francisco
- 2009 Wage and Hour Laws - Los Angeles
- 2009 Wage and Hour Laws - Orange County
- 2009 Wage and Hour Laws - Pasadena
- 2009 Wage and Hour Laws - San Francisco
- 2010 Employee Handbook And Personnel Policies
- 2010 Employee Handbook And Personnel Policies
- 2010 Employee Handbook And Personnel Policies
- 2010 Employee Handbook And Personnel Policies
- 2010 Employment Discrimination And Personnel Relations Laws
- 2010 Employment Discrimination And Personnel Relations Laws
- 2010 Employment Discrimination And Personnel Relations Laws
- 2010 Employment Discrimination And Personnel Relations Laws
- 2010 Wage and Hour Laws
- 2010 Wage and Hour Laws
- 2010 Wage and Hour Laws
- 2010 Wage and Hour Laws
- California Hospital Association: Labor and Employment Law Seminar