



→ Y. Douglas Yang

Associate

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Y. Douglas Yang is an associate in the Labor and Employment Practice Group in the firm's Los Angeles office.

Areas of Practice

Doug has extensive experience representing employers in individual, representative and class action litigation before federal and state courts. He also counsels companies and non-profit organizations of all sizes on various employment-related issues, including internal investigations, disciplinary actions, employee and manager training, and conforming business practices to the latest changes in the law.

Doug's representative litigation matters include defending employers in numerous putative wage and hour class and Private Attorneys General Act (PAGA) actions that range the gamut from the typical "kitchen sink" set of claims to some of the most complex lawsuits that involve challenging factual issues and novel legal arguments. He also has significant experience prosecuting and defending trade secret theft and misappropriation cases in both federal and state court, involving c-suite executives, technical personnel, and salespersons.

As an IAPP Certified Information Privacy Professional (CIPP/US), Doug also guides companies on data privacy matters, including CCPA/CPRA readiness audits, vendor management, data retention and destruction policies and implementation, cyber-awareness policies and trainings, and investigations that concern data privacy practices.

Prior to joining Sheppard Mullin, Doug served as a law clerk to the Honorable Helen Gillmor of the U.S. District Court for the District of Hawaii. While in law school, he served as the Executive Editor of the Boston University Public Interest Law Journal.

Doug is a member of the Los Angeles County Bar Association's Judicial Appointments Committee and Amicus Briefs Committee. In addition, he is a member of the Pacific Council on International Policy.

Honors

Ones to Watch – Labor and Employment Law, *Best Lawyers*, 2021, 2022

Experience

- First chaired wage and hour trial involving allegations of unpaid bonuses brought against restaurant group in Ventura County Superior Court, resulting in favorable defense verdict.

- Second chaired one-week ERISA bench trial, on behalf of security systems company, involving legal issues of first impression in the Central District of California, resulting in favorable defense verdict.
- Second chaired arbitration involving allegations of race/national origin discrimination, retaliation and harassment, brought against hospital system, resulting in favorable defense award.
- Part of the trial team that litigated one-week arbitration hearing on behalf of medical technology company against former corporate executive who asserted claims of breach of contract, unpaid wages, and defamation, resulting in favorable defense award and further award of counterclaims against the executive.
- Obtained temporary restraining order and preliminary injunction against C-suite executives in trade secrets lawsuit filed in the Central District of California, which resulted in the issuance of a Court-ordered permanent injunction against the executives.
- Obtained summary judgment on behalf of hospital system against former health care provider, who alleged violations of the Families First Coronavirus Response Act.
- Obtained dismissal of DLSE claim concerning alleged unpaid commissions brought by outside sales commissioned salesperson.
- Successfully compelled individualized arbitration of putative class action plaintiff's wage-and-hour claims.
- Achieved approximately 98 percent reduction in damages and penalties sought by commissioned salesperson.

Articles

Labor and Employment Law Blog

- "Share The Tip Jar: Department of Labor Finalizes Rule Opening Tip Pooling To Back-of-the-House Workers," December 23, 2020
- "With Immunity and Justice For All? Congress Weighs Unparalleled Tort Reform for Businesses in Light of COVID-19 Pandemic," August 10, 2020
- "The California Data Privacy Implications of Using Facial Recognition in the Wake of the COVID-19 Pandemic," May 14, 2020
- "As America Prepares to Return to Work, EEOC Approves Testing Employees for COVID-19," April 24, 2020
- "Back to the Joint Employer: Having Changed the Classification Test for Independent Contractors, Will the California Legislature Target the Joint Employer Test Next?," December 16, 2019

Speaking Engagements

- "Navigating the New Normal; What Employers Need to Know About COVID-19 in the Workplace," San Diego County Employer Advisory Council Webinar, April 2021
- "Wage and Hour and Leaves of Absence Issues in the Time of COVID-19," Alameda County Employer Advisory Council Webinar, February 2021

Practices

Labor and Employment
Employee Benefits/ERISA
Labor and Employment Counseling
Labor and Employment Litigation
Wage and Hour Class Actions
Litigation

Industries

Aerospace & Defense
Entertainment, Technology and Advertising
Government Business Group
Healthcare
Sports

Education

J.D., Boston University, 2014, *Edward F. Hennessey Scholar*
B.A., University of Wisconsin- Madison, 2010, *Phi Beta Kappa*

Clerkships

Hon. Helen Gillmor, U.S. District Court for the District of Hawaii

Admissions

California
Illinois
U.S. Court of Appeals, Seventh and Ninth Circuits
U.S. District Courts for the Central, Eastern, Northern, and Southern Districts of California
U.S. District Court for the Northern District of Illinois
U.S. District Courts for the Eastern and Western Districts of Wisconsin