



## → Greg S. Labate

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Greg Labate is a partner in the firm's Labor and Employment Practice Group in the Orange County office. He previously served as Practice Group Leader of the Labor and Employment Practice Group.

### Areas of Practice

Greg represents employers in a wide range of industries. He provides general advice to employers relating to labor and employment issues, and has extensive experience in defending employers against claims of discrimination, harassment, retaliation, wrongful termination, defamation, invasion of privacy, workplace violence, wages, and other related matters. Greg has also defended employers in numerous wage and hour class and PAGA actions, with a special emphasis on class actions in the mortgage, restaurant, retail, and manufacturing industries. He is a trial attorney who has had great success in court and in arbitration.

### Honors

Leading U.S. Corporate Employment Lawyers, Lawdragon, 2020-2022

Labor and Employment, *Legal 500*, 2015-2019

Recipient, Los Angeles County Special Award for Distinguished Service as General Counsel for Special Assistance for Victims in Emergency

### Experience

#### *Representative Clients*

Marriott, Hyundai, Hillstone Restaurants, Western Dental, Harbor Freight Tools, Banc of California, Lynx Grills, Timberland, Armstrong Garden Centers, IHOP, Mother's Market, Lawry's Restaurants, Sunstate Equipment, SureFire, Pacific Union Financial, HealthPointe, Stearns Lending, SoCal Self-Storage, Habana Restaurants, Signify Health, Finance of America, 5.11 Tactical, Snak King, Diversified Health Services, Carmelita's, Mechanics Bank, Royale Health Care, CODAN, WonderMed, and many more.

#### *Lectures and Appearances*

Mr. Labate has presented lectures for employer's organizations such as Professionals in Human Resources Association (PIHRA), Employer's Advisory Council (EAC), Employer's Group, Association of Corporate Counsel (ACC), and more. Mr. Labate has been the Keynote Speaker at PIHRA's Annual Convention numerous times. He has also appeared on television and radio regarding labor and employment issues.

## *Litigation Victories*

Tran v. A and G, Inc. (Orange County Superior Court); Defeated class certification in wage/hour class action.

Icon v. REMN (Orange County Superior Court); Obtained an injunction in an employee raiding action.

Kashani v. Hyundai Information Services North America (Orange County Superior Court); Obtained a complete defense verdict in a jury trial, defeating plaintiff's claims for overtime, meal periods, rest periods, and attorney's fees.

Aspesi v. Hyundai Motor America (Orange County Superior Court); Obtained a complete defense verdict in a jury trial, defeating two plaintiffs' claims for sexual harassment, gender discrimination, retaliation, wrongful termination, and more.

Johnson v. Mass Connections (Los Angeles County Superior Court); Defeated class certification in wage/hour class action.

## *Published Decisions*

Corder v. Houston's Restaurants, Inc., 424 F. Supp. 2d 1205 (C.D. Cal.) (only one meal/rest penalty per day despite multiple meal and/or rest period violations).

## Articles

- How to Hire and Fire Without Fear!  
*Orange County Business Journal*
- Let's Do Lunch: Court of Appeal Decision Under Review  
*Society for Human Resource Management California Employment Law Special Update*
- Five Common Wage and Hour Mistakes That Could Cost Your Company Millions  
*Orange County Business Journal*
- How To Protect Your Company From Employment Class Actions  
*Orange County Business Journal*
- Layoffs, Downsizing & RIFS: How To Do Them Right  
*Orange County Business Journal*
- Ten Steps That Could Save Your Company  
*Orange County Business Journal*
- Is Your Independent Contractor Really An Employee?
- Layoffs Without Lawsuits: An Employer's Guide To Downsizing In These Difficult Economic Times  
*Orange County Business Journal*

## Media Mentions

Q&A With Sheppard Mullin's Greg Labate

*Law360*

Defense Tactic Puts Brakes on Auto Employee's Sex Bias Suit  
*Daily Journal*

## Speaking Engagements

Labor and Employment Law Updates

COVID In the Workplace

Managing the Remote Workforce

How to Avoid Class Action & PAGA Lawsuits

Conducting Effective Workplace Investigations

How to Hire and Fire Without Fear

Preventing Discrimination, Harassment & Retaliation

Layoffs, Downsizing & RIFs

Employee Handbooks

Leaves of Absence

Employee Documentation

Violence at Work

## Events

2022 California Employment Law Update by PIHRA

On The Cutting Edge: Handbooks, Arbitration Agreements & Severance Packages  
Los Angeles Marriott, 10.19.2022

Labor & Employment Law Update and Happy Hour - Orange County  
Fall 2022  
Avenue of the Arts Hotel, 10.18.2022

California Labor & Employment Law Update  
Webinar, 04.14.2022

California Labor & Employment Law Update  
Webinar, 10.13.2021

## Memberships

Labor Law Section, Orange County Bar Association

## Practices

Labor and Employment

Labor and Employment Counseling

Employee Hiring/Discipline/Termination

Employment Agreements

Handbooks and Personnel Policies

Harassment Investigation and Training

Wage and Hour Regulations

Workplace Violence

Labor and Employment Litigation

Discrimination, Harassment, and Retaliation

Wrongful Termination

Wage and Hour Class Actions

## Industries

Automotive

Financial Services

Healthcare

Hospitality

Retail, Fashion & Beauty

Transportation

## Education

J.D., University of California, Los Angeles, 1990

B.A., Dartmouth College, 1986, *magna cum laude*

## Admissions

California