

**EMPLOYMENT ISSUES  
CUT TO THE HEART OF AN  
ORGANIZATION.**



**ARTHUR A. HARTINGER**  
*Chair, Labor & Employment Practice  
Group*

Arthur Hartinger is one of California's leading labor and employment attorneys, representing public and private clients in complex state and federal litigation involving all types of labor and employment issues. He has resolved a number of particularly high-stakes matters for clients, including arbitration in the firing of the Oakland police officers known as the Riders, an investigation into the shooting of unarmed passenger Oscar Grant III by a BART police officer, and the successful litigation of a major retiree health benefits case for Orange County. The latter was named "Deal of the Year" by the *Daily Journal* in 2010. The paper also designated Arthur a "Top Employment Lawyer" in 2010.

Our sound counsel resolves issues quickly and favorably, helping prevent damage to an employer's relationships with its employees and the public. We advise and represent employers in almost every area of labor and employment law, and have an exceptional track record exemplified by satisfied clients and successful court decisions.

**GENERAL ADVICE**

We advise public and private employers on federal and state labor and employment laws, emphasizing timely service and a prudent approach that will help you avoid future legal disputes. Our approach to advising our clients is grounded in our understanding that finding creative solutions often yields a better result than simply stating legal concerns or "saying no." We use our knowledge and broad experience to identify these creative solutions.

**POLICY & PROCEDURE AUDITS**

Audits can assure you that your policies and procedures are in compliance with applicable laws, help you develop effective policies and provide guidance to address actual and potential problems. We offer systemwide as well as more targeted audits.

**INVESTIGATIONS**

As trial attorneys, we know firsthand that fair and thorough investigations are critical to a successful resolution. We conduct investigations that adhere to ethical standards and best practices. When our investigation is done, we deliver reports that are complete, concise and easily understood.

**LABOR RELATIONS & NEGOTIATIONS**

We sit at the table with you when the stakes are high—as they are in collective bargaining, contract grievances, unfair labor practice charges, dispute resolution and arbitration. Our attorneys have acted as lead negotiator for numerous employers and served as labor counsel for many more.

**ADMINISTRATIVE HEARINGS**

Administrative hearings before personnel boards, commissions and arbitrators call upon the same skills we use as litigators. We carefully prepare cases and work closely with our clients to effectively manage and resolve them.

**LITIGATION**

Our litigation practice is extensive, covering all stages of litigation from the filing of a complaint through motion, trial and appeal.

Subjects we have litigated include wrongful termination, Fair Labor Standards Act issues, Family and Medical Leave Act issues, allegations of sexual and racial harassment, allegations of discrimination and retaliation, Americans with Disabilities Act issues, Fair Employment and Housing Act issues, Title VII issues, First Amendment issues, and many more.

We have litigated hundreds of cases, including trials and appeals, in state and federal courts.

**TRAINING**

Our training sessions for public agency managers and supervisors are praised for giving attendees the information and skills they need to apply immediately in the workplace.

Our most popular workshops have included effective discipline; hiring practices; avoiding workplace harassment and discrimination; compliance with the Fair Labor Standards Act and FLSA Audit; and accommodating, administering and evaluating medical leaves.

*Labor & Employment Services*

- Litigation
- Administrative hearings
- Preventive counseling on all labor and employment issues
- EEO and other personnel investigations
- Labor relations
- Labor negotiations and concession bargaining
- Human resources and FLSA audits
- Employee discipline and Skelly hearings
- Layoffs and furloughs
- DFEH, EEOC, OSHA, PERB, OCR, DOL proceedings
- In-house training and workshops
- Compensation and benefits
- Severance packages
- Mediation
- Regulatory compliance
- Neutral advisors to councils and commissions
- Reorganization

Topics on which we have recently offered training are:

- How to Conduct an Internal Investigation,
- Skelly Hearings and Effective Discipline,
- Workplace Violence,
- Workplace Harassment and Discrimination,
- Employee Benefits and City Budgets,
- Social Media in the Workplace,
- FLSA Audits,
- Negotiation in Difficult Times,
- Employees on Extended Leaves,
- Ethics Guide for Human Resources Administrators,
- Legal Issues in the Hiring Process,
- Disabilities in the Workplace,
- and
- Performance Evaluations.

OFFICES

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