



→ Y. Douglas Yang

Partner

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Doug has a multi-faceted advisory and litigation practice, advocating for employers and executives in both private and public spheres. Using his legal and privacy expertise, he assists organizations in dealing with complex employment and compliance issues.

Areas of Practice

Litigation

Doug is an accomplished litigator who has extensive experience in both federal and state court, and has an active arbitration practice involving complex disputes. 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 intricate lawsuits that involve challenging factual issues and novel legal arguments. Doug also prosecutes and defends against trade secret theft and misappropriation cases involving C-suite executives, technical personnel, and salespersons.

Advice and Counseling

Doug is often called upon by clients to advise them on various contentious and non-contentious matters, including policy reviews and overhauls, internal investigations, disciplinary actions, and workforce training. He has also served as the employment law specialist on various transactions involving complex issues pertaining to employee mobility, compensation, and compliance with the myriad of federal, state and local laws and regulations.

As an IAPP Certified Information Privacy Professional (CIPP/US), Doug also guides companies on data privacy matters relating to their workforces and contractors.

Background

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.

Honors

Ones to Watch – Labor and Employment Law, *Best Lawyers*, 2021-2024

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 court-ordered dismissal with prejudice of PAGA lawsuit brought against national manufacturing company.
- Obtained favorable defense award from DLSE as to administrative complaint brought against national restaurant group, which asserted allegations of improper tip calculations and withholdings.
- Obtained favorable defense award from DLSE as to administrative complaint brought against retail grocery store, which alleged violations of COVID-19 related paid sick leave laws.
- 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

- *After Fortenberry, where do false statement prosecutions go?*
Daily Journal, 04.15.2024
- *The SEC's Cyber Rules Present a Challenge and an Opportunity for In-House Counsel*
Daily Journal, 09.18.2023
- *The Battle Over Prop 22: A Sign of Things to Come*
Daily Journal, 04.04.2023

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

Privacy and Cybersecurity

Industries

Aerospace & Defense

Education

Entertainment, Technology and Advertising

Government Business

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