



→ 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 from 2005-2021.

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

Top Labor & Employment Lawyers, the *Daily Journal*, 2023

Leading U.S. Corporate Employment Lawyers, Lawdragon, 2020-2022, 2024

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, Lawry's Restaurants, Western Dental, Harbor Freight Tools, Banc of California, Lynx Grills, Timberland, Armstrong Garden Centers, The Pac-12, Mother's Market, Voluspa, Mechanics Bank, Sunstate Equipment, SureFire, Rainbow Sandals, Pacific Union Financial, HealthPointe, Stearns Lending, SoCal Self-Storage, Signify Health, Finance of America, Parex, CALO Kitchen, Carmelita's, The Authentic Hospitality Group, Sika Corporation, 5.11 Tactical, Snak-King, Athas Capital, Enevate, Green Acres Nursery, Habana Restaurants, IHOP, Don Jose's Mexican Restaurants, Talon, Diversified Health Services, Royale Health Care, CODAN, WonderMed, Katzkin Leather, 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

Gau v. Hillstone Restaurants (United States District Court): Defeated class certification in wage/hour class action.

Rene v. Harbor Freight Tools (Arbitration): Defeated claims for wages and bonuses.

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

Labor & Employment Law Blog Posts

- "Employers Under Fire: How to Address Employee Pay and Related Issues When Faced with Natural Disasters," September 5, 2023

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

California Labor & Employment Law Update
04.18.2024

2023 California Employment Law Update by PIHRA
Los Angeles, CA and Virtual (Los Angeles Marriott Burbank Airport) and Anaheim, CA (Anaheim Hilton),
10.24.2023 & 10.26.23

Labor & Employment Law Update and Happy Hour - Orange County
Fall 2023
Avenue of the Arts, 10.12.2023

California Labor & Employment Law Update
Webinar, 04.13.2023

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