



## → Daniel De La Cruz

**Associate**  
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Daniel De La Cruz is an associate in the Labor and Employment Practice Group in the firm's San Diego office.

### Areas of Practice

Daniel handles various types of employment litigation, including wage and hour class actions; discrimination, wrongful termination, retaliation, and harassment lawsuits; and administrative litigation, collective bargaining, and general labor relations matters.

Daniel also proactively advises employers on compliance with labor laws in order to avoid litigation. He regularly advises management on wage-and-hour issues, leave laws, workplace violence prevention, the disability accommodation process, and the discipline and termination processes. He also regularly reviews and prepares employee handbooks and other employment-related documents, and conducts comprehensive audits to identify potential violations. Daniel has also advocated for his clients' interests by submitting amicus curiae briefs to the California Supreme Court in cases that could have far-reaching effects on workplace practices.

In his previous work, Daniel assisted in conducting workplace investigations for government employers faced with claims of discrimination, harassment, and retaliation.

### Honors

Ones to Watch – Labor and Employment, *Best Lawyers*, 2021-2025  
San Diego Rising Star, *Super Lawyers*, 2018-2023

### Articles

#### Healthcare Law Blog

- "Who is a Manager or Supervisor Excluded from California's Healthcare Worker Retention Payment Program?" December 16, 2022
- "Important Deadline Approaches for California Healthcare Employers to Apply for Worker Retention Payments," November 11, 2022

#### Labor and Employment Law Blog Posts

- "Massachusetts Joins the Pay Transparency Game and Ups the Ante with New Reporting Requirements," September 17, 2024

- "What Employers Need to Know About California's New COVID-19 Supplemental Paid Sick Leave Law," September 18, 2020
- "Enactment of Los Angeles and San Diego Minimum Wage and Paid Sick Leave Ordinances Requires Employers to Reassess Their Policies," June 20, 2016
- "Ninth Circuit Blesses Iskanian," October 1, 2015

## Cannabis Law Blog Posts

- "Tenth Circuit Holds the Controlled Substance Act Is Not At Odds With the Fair Labor Standards Act," October 31, 2019

## Speaking Engagements

Speaker, "The Employer's Guide on Handling Privacy and Defamation in the Workplace," Alameda County Employer Advisory Council Webinar, May 11, 2021

Speaker, "Leave Me Alone! A Guide to California's Leave of Absence Laws," SDEAC Workplace 2020, October 16, 2019

Speaker, "Empowered Employees: New Laws that Give Greater Rights to the Workforce," SDEAC Workplace 2019, October 18, 2018

Speaker, "San Diego Proposition I and its Impact on Business," SDEAC Workplace 2017, October 26, 2016

## Events

California Labor & Employment Law Update and Happy Hour  
San Francisco, San Diego, Los Angeles & Orange County  
October 01/08/09/16, 2024

California Labor & Employment Law Update  
04.18.2024

Labor & Employment Law Update and Happy Hour – San Diego  
Fall 2023  
Hyatt Regency La Jolla At Aventine, 10.19.2023

Labor & Employment Law Update and Happy Hour - San Diego  
Fall 2022  
Hyatt Regency La Jolla, 10.19.2022

Workplace 2020  
20/20 Vision in the Workplace  
10.16.2019

Workplace 2018  
Connect: Communicate, Educate, Participate  
10.18.2017

## Memberships

Member, Labor and Employment Section, State Bar of California  
Member, Labor and Employment Section, San Diego County Bar Association  
Member, Tom Homann Law Association

## Podcasts & Webinars

Tips for Navigating ADA Litigation and Mitigating the Risks of ADA Claims  
04.12.2023

## Practices

Labor and Employment  
Discrimination, Harassment, and Retaliation  
Employee Hiring/Discipline/Termination  
Employee Privacy and Defamation  
Employment Agreements  
Handbooks and Personnel Policies  
Harassment Investigation and Training  
Labor and Employment Counseling  
Labor and Employment Litigation  
Public Works and Prevailing Wage Law  
Wage and Hour Class Actions  
Wage and Hour Regulations  
Wrongful Termination

## Industries

Cannabis  
Construction  
Financial Services  
Food and Beverage  
Nonprofit

Retail, Fashion & Beauty

## Education

J.D., University of San Diego, 2013; Chief Executive Editor, *San Diego International Law Journal*; Semi-Finalist, Philip C. Jessup International Moot Court Competition; CALI Award for Excellence in Constitutional Law

B.A., University of Arizona, 2010, *cum laude*, *Dean's List with Distinction*

## Admissions

California

Washington

## Languages

Spanish