



## → 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, 2024-2025

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

#### *Litigation Victories*

Puglisi v. Hillstone Restaurants (Orange County Superior Court): Settled case on very favorable terms for client during jury selection at trial.

Eckard v. Talon (Arbitration): Settled case on very favorable terms for client on first day of arbitration.

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 substantial wages and bonuses by senior executive after completed arbitration.

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 a permanent injunction in an employee raiding action.

Kashani v. Hyundai Information Services North America (Orange County Superior Court): Obtained a complete defense verdict after completed jury trial.

Aspesi v. Hyundai Motor America (Orange County Superior Court): Obtained a complete defense verdict after completed jury trial; victory reported in the Daily Journal.

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.) (court held 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

*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.

## Events

California Labor & Employment Law Update  
Virtual, 05.07.2025

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

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