



→ Keith A. Goodwin

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Keith Goodwin is an associate in the Labor and Employment Practice Group in the firm's San Diego office.

Areas of Practice

Keith's practice focuses on representing employers before state and federal courts, arbitral tribunals, and federal and state administrative agencies in a wide variety of employment litigation matters, including discrimination, harassment, retaliation, and wrongful termination claims; single plaintiff and class action wage and hour lawsuits, prevailing wage enforcement actions; workplace safety complaints, and unfair competition and trade secret matters. He also provides advice, counseling, and assistance in a broad range of day-to-day labor and employment matters. These include drafting, implementing, and enforcing arbitration agreements, personnel policies, and employee handbooks; advising and counseling employers about federal and state wage and hour laws (including prevailing wage laws), leave laws, disability accommodation laws, and antidiscrimination laws; and advising employers about employee discipline and termination matters. Keith's experience includes representing public, private, and non-profit employers in an array of industries, including the construction, entertainment, defense contracting, financial services, food and beverage, healthcare, hospitality, manufacturing, retail, and telecommunications industries.

Keith received his J.D. from Columbia Law School, where he was a Harlan Fiske Stone Scholar and the Notes Editor for the Columbia Journal of Transnational Law. During law school, Keith externed for Judge Debra A. Livingston of the U.S. Court of Appeals for the Second Circuit and for the New York City Law Department's Labor and Employment Law Division. He also interned for the Civil Division of the U.S. Attorney's Office for the Southern District of California.

Honors

Best Lawyers in America: Ones to Watch, *Best Lawyers*, 2025

Articles

- "Forget \$15 an hour, this legislation is worse," *Retailing Today*, May 29, 2015
- "The Future of Compelled Arbitration in Calif. Courts," *Law360*, February 13, 2014
- "Appellate Courts Shift Course on Certification," *Daily Journal*, January 9, 2014
- "Calif.: New Law Expands Protections for Whistle-Blowers," *Society for Human Resource Management*, December 16, 2013

Labor & Employment Law Blog Posts

- "California's 2024-2025 Legislative Session Closes with a Host of New Employment Laws for 2026," October 29, 2025
- "Claiming Inflation Reduction Act Tax Credits and Deductions on Your 2024 Return? Make Sure You Complied with the Prevailing Wage and Apprenticeship Requirements," March 18, 2024
- "Fording Viking River, Another California Court of Appeal Holds That PAGA Plaintiffs Maintain Standing to Pursue "Representative" Claims Even if Compelled to Arbitrate "Individual" Claims," April 5, 2023
- "Aiming for Clarity, DOL Proposes to Update the FLSA's "Joint Employer" Regulations," April 15, 2019
- "New Tip Pooling Guidelines For Employers," April 10, 2018
- "California Governor Approves Three More Employment Laws: "Ban The Box"; Expansion of Sexual Harassment Training; and Contractors Liable for Subcontractors' Wage and Benefit Obligations," October 17, 2017
- "California Governor Vetoes Two Bills Related to Public Report of Gender Wage Differentials and Discrimination Based on 'Reproductive Health Decisions'," October 17, 2017
- "5 New Laws: California Governor Approves Employee-Friendly Laws," October 13, 2017
- "Bay Area Local Law Update: Emeryville's "Fair Workweek Ordinance"; San Francisco Bans Salary History Inquiries; And Additional Accommodations For Lactating Employees," August, 28, 2017

Books

"Litigating Leave Law Claims: Discovery, Summary Judgment, Trial, and Attorney Fees," *in Employee Leave Laws: Compliance and Litigation*
06.2016

Events

California Labor & Employment Law Update and Happy Hour
San Francisco, San Diego, Los Angeles & Orange County
October 01/08/09/16, 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 2018
Connect: Communicate, Educate, Participate
10.18.2017

Memberships

State Bar of California - Labor and Employment Section
Los Angeles County Bar Association

Practices

Labor and Employment
Labor and Employment Counseling
Employment Agreements
Employee Hiring/Discipline/Termination
Handbooks and Personnel Policies
Harassment Investigation and Training
Wage and Hour Regulations
Unfair Competition and Trade Secrets
Labor and Employment Litigation
Discrimination, Harassment, and Retaliation
Employee Privacy and Defamation
Public Works and Prevailing Wage Law
Wage and Hour Class Actions
Wrongful Termination
Litigation
Alternative Dispute Resolution
Class Action Defense

Industries

Aerospace, Defense & Government Services
Construction
Energy, Infrastructure and Project Finance
Entertainment, Technology and Advertising
Financial Services
Healthcare
Retail, Fashion & Beauty

Education

J.D., Columbia Law School, 2013, Harlan Fiske Stone Scholar

B.A., California Polytechnic State University at San Luis Obispo, 2010, *Summa Cum Laude*

Admissions

California

United States Court of Appeals for the Ninth Circuit

United States District Court for the Central District of California

United States District Court for the Southern District of California

United States District Court for the Northern District of California

United States District Court for the Eastern District of California