



## → Luke Bickel

### **Associate**

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Luke Bickel is an associate in the Labor and Employment Practice Group in the firm's San Diego (Del Mar) office.

### **Areas of Practice**

Luke defends employers of all sizes in matters involving discrimination, retaliation, harassment, wrongful termination, and wage and hour. He has experience defending all aspects of employment-related claims, from single plaintiff to class and PAGA matters, in state and federal court.

Beyond the realm of litigation, Luke advises clients on employment issues ranging from wage and hour compliance to federal OSHA and Cal/OSHA investigations. Luke's experience also includes helping clients obtain workplace violence restraining orders and conducting workplace investigations.

Luke is a consistent contributor to the firm's Labor & Employment Law Blog, Trade Secrets Law Blog, and California Labor and Employment ALERT.

Prior to law school, Luke worked as a clerk in a plaintiff-side personal injury firm in Orange County. While in law school, he gained more litigation experience as a first-year summer associate at a small construction litigation firm. At USC, he participated in the Hale Moot Court Honors Program. He also served as the events coordinator for the Business Law Society, an executive member of Law Students for Better Health, and an executive member of Phi Alpha Delta Law Fraternity.

### **Articles**

- **Complying With AI Guidance In Employment Decisions**  
*Law360, 07.12.2023*

### **Labor & Employment Law Blog Posts**

- "What Employers Should Know About the One Big Beautiful Bill Act (OBBBA)," July 24, 2025
- "Department of Labor Curtails Liquidated Damages in Wage and Hour Investigations," July 23, 2025
- "Mandatory Captive Rules in Limbo for California Employers – 2 Federal Lawsuits Challenge SB 399 and Looming Issue Before the NLRB," March 5, 2025
- "Comment Period Now Open for OSHA's Proposed National Heat Injury and Illness Prevention Standard," September 30, 2024

- "OSHA's New National Emphasis Program Aimed at Preventing Warehouse Injury and Heat Hazards and Its Possible Implications on California," August 17, 2023
- "The Use of Artificial Intelligence in Employee Selection Procedures: Updated Guidance From the EEOC," June 6, 2023
- "Supreme Court Clarifies a "Day-Rate" Does Not Meet the FLSA "Salary Basis" Test, Even for Highly Compensated Employees," March 15, 2023
- "Ring in the New Year With a Refresher on COVID-19 Regulations and Laws," December 20, 2022
- "Cal/OSHA Continues to Consider Adoption of a COVID-19 Permanent Standard," September 30, 2022
- "Cal/OSHA Announces Public Hearing on Proposed COVID-19 Permanent Standard," August 19, 2022
- "U.S. Supreme Court Stays Implementation of OSHA's COVID-19 ETS Requiring Vaccination or Weekly Testing Policy," January 14, 2022

## Trade Secrets Law Blog Posts

- "Attorney's Fees May Be Recoverable in Trade Secret Cases, Even Without Damages," September 4, 2024
- "California Labor Code Section 925: A Word of Caution for Out-of-State Employers of California Employees," March 29, 2022
- "NDA: An Effective Way to Protect Confidential Information," December 2, 2021

## Practices

Alternative Dispute Resolution

Class Action Defense

Discrimination, Harassment, and Retaliation

Harassment Investigation and Training

Health and Safety Regulations/OSHA

Labor and Employment

Labor and Employment Counseling

Labor and Employment Litigation

Litigation

Unfair Competition and Trade Secrets

Wage and Hour Class Actions

Wage and Hour Regulations

Workplace Violence

Wrongful Termination

## Industries

Multifamily Housing

Retail, Fashion & Beauty

## Education

J.D., USC Gould School of Law, 2021

B.S. and B.B.A., Cal Poly State University, San Luis Obispo, 2017, *magna cum laude*

## Admissions

California

United States District Court for the Central District of California