



→ Ryan McCortney

Retired - Of Counsel

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Ryan McCortney is retired from the firm and is now Of Counsel.

Areas of Practice

Ryan represented employers in litigation and labor and employment law matters. He counseled companies in a variety of industries, including restaurants, hospitality, retail, healthcare, manufacturing, high-tech, and aerospace. Ryan also represented employers in state and federal trial court and appellate proceedings as well as administrative proceedings before the National Labor Relations Board, the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, the U.S. Department of Labor, the Division of Labor Standards Enforcement, and OSHA.

Ryan litigated employment-related claims, including wrongful termination, breach of contract, discrimination, harassment, retaliation, wage/hour disputes, unfair labor practices, misappropriation of trade secrets, and unfair competition. He represented numerous employers in class action lawsuits, representative actions (including those brought under the Private Attorneys General Act), and collective actions. Ryan has also litigated claims arising out of partnership disputes. He counseled employers on a wide range of state and federal laws and regulations.

Ryan argued before the United States Supreme Court on behalf of the employer in *Hoffman Plastic Compounds, Inc. v. NLRB*, 122 S.Ct. 1275, 535 U.S. 137 (2002), in which the Court found in favor of the employer in a 5-4 decision. The case involved whether undocumented workers are entitled to backpay under the National Labor Relations Act.

Honors

Southern California Super Lawyer, 2007-2023

Recognized, Labor and Employment and Labor and Employment Litigation, *Legal 500*, 2011-2014

Top Labor & Employment Attorney, *Los Angeles Daily Journal*, 2011

Education

J.D., University of Southern California, 1987

A.B., Occidental College, 1984, *magna cum laude*, *Phi Beta Kappa*

Admissions

California

9th Circuit Court of Appeals

D.C. Circuit Court of Appeals

U.S. Supreme Court

Languages

Spanish