

In the complex area of labor and employment law in California, even an innocent error can create major exposure for a company and potentially its executives. Rutter Hobbs & Davidoff navigates the ever-changing landscape of federal and state employment law to protect the interests of middle market companies, large corporations, early stage entities, non-profits, and individual executives.

We strive to keep our clients out of trouble while assisting them in accomplishing their business objectives. When necessary, we represent them in a vigorous and focused manner in litigation, arbitration or administrative proceedings. We leverage our extensive experience litigating and resolving labor and employment cases to advise clients proactively on preventative measures.

OUR SERVICES INCLUDE:

• EMPLOYMENT LITIGATION

- Defense of discrimination, harassment, wage and hour, retaliation, wrongful termination, and other employment-related lawsuits in state and federal courts
- Trade secret misappropriation and unfair competition by former employees
- Disputes among shareholders/partners of closely-held companies

• PREVENTATIVE ADVICE

- Employee terminations, disciplinary actions, investigations and layoffs
- Drafting and negotiating employment agreements and separation agreements
- Compliance with federal and state wage and hour and other employment laws
- Drafting and reviewing offer letters, agreements to protect confidential information, employee handbooks and personnel policies (including drug testing and privacy issues), independent contractor agreements, and arbitration agreements

• DISPUTE RESOLUTION

- Arbitration and mediation of employment disputes
- Pre-litigation advice and negotiations

• ADMINISTRATIVE ACTIONS

- Represent employers in proceedings filed with the California Labor Commissioner, the federal Department of Labor, the California Department of Fair Employment and Housing, the California Unemployment Insurance Appeals Board, the federal Equal Employment Opportunity Commission, Cal-OSHA, the Employment Development Department, and the Workers' Compensation Appeals Board (workers' comp retaliation and serious and willful claims)

• EXECUTIVE REPRESENTATION

- Negotiate employment and separation agreements
- Advice and representation regarding non-competition and related covenants
- Defense of harassment and retaliation claims

• TRADITIONAL LABOR LAW

- Negotiate collective bargaining agreements
- Grievance and arbitration
- NLRB proceedings and other union-management disputes, including federal court litigation



OLIVIA GOODKIN represents corporations, individuals and closely-held businesses in employment and labor law matters. She advises on the termination of employees, wage and hour laws, harassment laws, employment contracts, and wrongful termination lawsuits. Olivia also creates trade secret programs for companies seeking to protect their intellectual property and drafts personnel policies, severance agreements and other documents. She has represented numerous clients in state and federal court, and before administrative agencies.



FRANK E. MELTON is a labor and employment lawyer who advises employers and litigates discrimination, harassment, wage and hour, trade secret, wrongful termination, and other employment-related cases in state and federal court, arbitration, and administrative forums. He assists employers in drafting employee handbooks and personnel policies and in negotiating collective bargaining agreements. Frank also negotiates employment agreements and separation agreements on behalf of companies, executives and professionals.



WENDY LANE focuses on business and employment litigation and dispute resolution. She represents clients in business litigation including claims for breach of contract, fraud, trademark infringement, misappropriation of trade secrets, and wrongful death/toxic torts. On the employment side, Wendy handles litigation including harassment, discrimination, wrongful discharge, and wage and hour claims. Wendy also counsels employers on employee handbooks and other employment issues.