

LABOR & EMPLOYMENT

California's Go-To Workplace Problem-Solvers

Meyers Nave solves the *toughest* workplace challenges facing California's major private, government, and non-profit organizations. Employers rely on us because our strategic counsel is grounded in the full range of what we do, from the boardroom to the bargaining table, the courtroom, and the public eye.

Built to See the Whole Field

We advise, bargain, litigate, train, and investigate, and each of those sharpens the others. Clients benefit from that depth because we move with confidence and have the expertise to follow matters wherever they lead.

- **Advice & Counsel** – Addressing fast-changing laws, compliance, workplace policy, and long-term goals as a strategic partner
- **Labor Law** – Protecting employer interests in union organizing, collective bargaining, and labor relations, including as lead negotiator
- **Litigation & Dispute Resolution** – Defending employers in all types of disputes in state and federal courts, arbitrations, mediations, and hearings, including high-profile, high-stakes allegations of discrimination, harassment, retaliation, wage-and-hour, and PAGA violations
- **Training** – Equipping executives, HR teams, and managers with practical tools to prevent and resolve workplace issues
- **Workplace Investigations** – Independent fact-finding and audits into sensitive matters involving executives, boards, councils, and key decision-makers

Trusted at the Highest Levels

Led by industry veteran [Janice Brown](#), top employers turn to Meyers Nave when the stakes are highest, from Fortune 500 companies to national brands, professional sports teams, and California's largest government entities. That trust was built over decades of designing legal services for organizations that need elite counsel, predictable cost, and stellar client service in one firm. That's why employers across key California industries call Meyers Nave when a workplace matter carries real risk or public exposure.

- **Government & Public Policy** – Cities, counties, and special districts
- **Real Estate & Housing** – Developers, builders, and property owners
- **Sports & Entertainment** – Teams, hotels, convention centers, hotel owners
- **Supply Chain & Logistics** – Warehouses, ports, tech companies, logistics centers

PRACTICE CHAIR



Janice
Brown
PRINCIPAL

ATTORNEYS

Nadia Bermudez
Neven Borak
Janice Brown
Virginia Flores
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Ashlyn Marquez
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Camille Pating
Amanda Reasons
Jenny Riggs
Jennifer Savion
Phillip Stephan

- [Transportation & Infrastructure](#) – Transit agencies, airports, railroads, healthcare systems, infrastructure operators
- [Water Resources](#) – Utilities, municipalities, special districts

Our [Annual Employment Law Update](#) tracks the laws every California employer needs to watch.

EXPERIENCE

GOVERNMENT & PUBLIC POLICY

University of California – Campus and Health System Investigations

Independent investigations for the University spanning antisemitism complaints, harassment of Jewish students, faculty conduct and arrests during encampment protests, and protest activity at a campus lecture, alongside workplace investigations and employment counsel across UCLA Health, UC Irvine, UC San Diego, UC Santa Barbara, and UC Santa Cruz.

Los Angeles Community College District – The Odom Reversal

Overturned a \$10 million emotional-distress verdict against the District on appeal, on grounds of judicial misconduct and the erroneous admission of prejudicial information, and continues to represent the District through re-trial.

City and County of San Francisco – Chief Negotiator, Municipal Attorneys Unit

Chief Negotiator for MOU negotiations since 2001, and lead negotiator for the City and County in the most recent cycle, the first to reach agreement among more than 25 bargaining units.

City of Milpitas – *McHarris v. City of Milpitas*

Total summary judgment for the City in a high-profile suit by a former City Manager, now defended on appeal.

A Large City Police Department – Police Chief Investigation

Discrimination, sexual harassment, and retaliation allegations brought by senior supervisors against the police chief. More than 60 findings in 60 days.

TRANSPORTATION & INFRASTRUCTURE

Los Angeles County Metropolitan Transportation Authority – Workplace Matters

Counsel to California's largest transit agency on sensitive workplace investigations, with evaluations and reports built to withstand scrutiny internally, publicly, and in court.

San Diego Metropolitan Transit System – Figueroa and Outlaw

Complete summary judgment in the front-page harassment and retaliation suit against MTS and its former Board Chair, plus continuing defense of a related retaliation claim by the agency's former Chief Information Officer.

Metrolink – Forensic Analysis of Forged Emails

Defended the agency in an employment discrimination suit where forensic analysis established that emails produced by the plaintiff were forged.

Bay Area Rapid Transit District – Officer-Involved Shooting Investigation

Internal affairs investigation into the officer-involved shooting death of a BART passenger.

WATER RESOURCES

Santa Clara Valley Water District – Board and Executive Misconduct Investigations

Investigations running in both directions between a Board Director and the Chief Executive Officer, General Counsel, and District employees, covering more than 60 politically contested claims and counter-charges.

East Bay Municipal Utility District – Grievance Arbitrations

Labor and employment support since 2012, including prevailing in numerous grievance arbitrations against several AFSCME chapters.

SPORTS & ENTERTAINMENT

Professional NFL Team

Successfully defended a professional football team in high-stakes arbitrations over allegations of discrimination, retaliation, and labor code violations.

NCAA – High Profile Litigation

One of three firms nationwide selected for the NCAA's Independent Accountability Resolution Process, with attorneys serving as Complex Case Unit Advocates from 2020 to 2023.

PRIVATE AND NON-PROFIT EMPLOYERS

Security Services Employer – Class and PAGA Actions

Successfully defended complex and coordinated class and representative PAGA actions for a large security company with more than 50,000 nonexempt employees.

Multinational Technology Manufacturer – Full Defense Verdict

Tried and won a complete defense verdict against a former senior executive's \$2.8 million claim for age discrimination, constructive termination, and unpaid compensation.

Property and Casualty Insurer – Whistleblower Trial

Defended one of the nation's largest insurers through a month-long jury trial of a former vice president's whistleblower claims.