

LITIGATION & DISPUTE RESOLUTION

Trial-Ready. Resolution-Focused.

When disputes escalate, litigation becomes unavoidable, or an appeal is the only option, top California employers call Meyers Nave. Our litigators are strategic, relentless, and built for sensitive, high-value, front-page, and precedent-setting cases.

Before the Fight Reaches Court

Litigation strength starts long before trial. We help employers prevent disputes where possible, narrow risk when conflict arises, and create clear administrative records before positions harden and narratives take hold. We also use mediation, arbitration, and other strategies to protect business priorities without losing leverage. We understand how disputes are framed, tested, and resolved before they ever reach a courtroom. When a dispute cannot be resolved, we stand trial-ready.

Full-Spectrum Capability

We represent employers in state and federal courts, arbitrations, mediations, and administrative proceedings across every area of employment law, including matters before the U.S. Equal Employment Opportunity Commission, the California Civil Rights Department, and the California Division of Labor Standards Enforcement.

- Americans with Disabilities Act (ADA)
- California Civil Rights Department (CRD)
- California Division of Labor Standards Enforcement (DLSE)
- Class Actions & Labor Code
- Discrimination, Harassment, Retaliation & Abusive Conduct (FEHA)
- Employee Privacy Rights
- Fair Labor Standards Act (FLSA)
- Leaves of Absence
- Private Attorneys General Act (PAGA)
- Unfair Labor Practices
- U.S. Equal Employment Opportunity Commission (EEOC)
- Wage-and-Hour
- Whistleblowers
- Wrongful Termination

PRACTICE CHAIRS



Janice
Brown
PRINCIPAL



Camille
Pating
PRINCIPAL

ATTORNEYS

Camille Pating
Janice Brown
Nadia Bermudez
Andrea Musicant
Robyn Sembenini
Amanda Reasons
Virginia Flores
Jennifer Savion
Christopher Whitman
Phillip Stephan

Trusted by Major Employers When the Stakes are Highest

Across California's key industries, we defend major employers in their most pressing, complex, and high-stakes disputes.

- Professional sports teams
- Fortune 500 companies (major banks, tech giants, statewide retailers, and national brands)
- Large government entities (cities, counties, universities, transit authorities, utilities, and college districts)
- Non-profits

Advocate, Arbitrator, Strategist

Practice Chair [Janice Brown](#) brings more than four decades of arbitration, trial, and appellate experience to high-stakes employment disputes. As an arbitrator, litigator, and strategic advisor, Janice understands how disputes look from all sides of the table, including the neutral's chair. She's known for her preventive, business-focused approach and helping major employers stay ahead.

EXPERIENCE

GOVERNMENT & PUBLIC POLICY

Los Angeles Community College District – The Odom Reversal

Brought in on appeal in a high-value employment case and overturned a \$10 million emotional-distress jury verdict against the District. The Court of Appeal reversed on grounds of judicial misconduct during trial and in the post-trial proceedings, and the erroneous admission of prejudicial information. The firm continues to represent the District through re-trial.

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

Total summary judgment for the City in a high-profile suit by a former City Manager alleging breach of contract, retaliation, and wrongful termination, ending a two-year fight and awarding nearly \$400,000 in reimbursements. The firm handled an earlier writ proceeding and is now defending the judgment on appeal.

City of Richmond – Chief of Police Discrimination, Harassment, and Retaliation Trial

Served on the trial team that won a unanimous defense verdict for the City in an action brought by its chief of police alleging discrimination, harassment, and retaliation.

TRANSPORTATION & INFRASTRUCTURE

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, in litigation that drew heavy media coverage and demanded complex electronic discovery into social media and text messages. The firm also defends a related retaliation claim brought by the agency's former Chief Information Officer.

Metrolink – Forensic Analysis of Forged Emails

Defended this joint powers transportation agency in an employment discrimination suit by a former human resources manager. When the plaintiff produced emails purporting to show misconduct allegations against another official, forensic analysis established that the emails were forged.

WATER RESOURCES

Santa Clara Valley Water District – Idowu v. Santa Clara Valley Water District

Represented the District against claims that an associate civil engineer was denied promotional opportunities.

SPORTS & ENTERTAINMENT

Professional NFL Team

Successfully defended a professional football team in high-stakes arbitrations over allegations of discrimination, retaliation, and labor code violations, tried alongside the team's former General Counsel and resulting in defense decisions.

NCAA – High Profile Litigation

Selected as one of three law firms nationwide for the NCAA's Independent Accountability Resolution Process, with attorneys serving as Complex Case Unit Advocates from 2020 to 2023. In one of its highest-profile cases, the firm served as independent counsel investigating and prosecuting violations arising from an FBI wiretap investigation into illegal payments to student-athletes, resulting in severe penalties.

PRIVATE AND NON-PROFIT EMPLOYERS

Fortune 500 Company – Wrongful Constructive Termination

Successfully defended a Fortune 500 company in a wrongful constructive termination case that included claims for discrimination and retaliation.

Fortune 50 Banking Institution – Summary Judgment Affirmed

Won summary judgment for a major bank in a contentious wrongful termination case. The Fourth District affirmed, and the Supreme Court denied review.

Security Services Employer – Class and PAGA Actions

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

National Retailer – Worldwide Discovery Order Reversed

Defended the country's largest retailer against claims exceeding \$7 million and overturned a magistrate judge's worldwide discovery order before the presiding judge.

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.

Legacy Healthcare – PAGA Case of First Impression

Lead counsel for the defendant in a PAGA case of first impression, producing a published Court of Appeal decision holding that plaintiffs cannot be substituted once the original plaintiff is determined not to be an aggrieved employee.