

Damon M. Brown, Esq.

Of Counsel

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Damon M. Brown focuses his practice in the areas of employment and labor law in both the private and public sectors. He has successfully developed and executed pre-litigation resolution strategies as well as represented employers in federal and state court at every stage of employment litigation, including harassment, discrimination, wrongful termination, and whistleblower retaliation claims, wage and hour class actions, unfair competition, workers' compensation discrimination claims and OSHA matters.

Damon provides training, investigates complaints and counsels employers in all aspects of personnel matters, including wage issues (including classification of exempt and independent contractor status), disability accommodation, leaves of absence, employee discipline, harassment complaints, company-wide layoffs and terminations, and the development of employee handbooks and policies.

He also negotiates and drafts employment, confidentiality and severance agreements and regularly defends employers in actions filed with state and federal agencies such as the Public Employment Relations Board, Department of Fair Employment and Housing, Equal Employment Opportunity Commission, US Department of Labor, California Division of Labor Standards Enforcement, and the Office of Administrative Hearings.

In addition, Damon has traditional labor relations experience representing employers during collective bargaining, union-organizing drives and in grievance arbitrations, and defending employers against unfair labor practice claims. The diverse client base he represents includes municipalities, K-12 and community college districts, and businesses in the healthcare, manufacturing, airline, hospitality, food service, trucking and retail industries.

Damon is a frequent speaker on employment law topics, including workplace harassment, wage & hour, discrimination, leave of absence administration under the Family Medical Leave Act, the California Family Rights Act and similar laws and disability issues.

PRACTICE AREAS

- Employment Litigation

- Labor Relations
- Class Action Litigation

BAR AND COURT ADMISSIONS

- California Bar
- U.S. District Court: Central District of California, Northern District of California, Eastern District of California and Southern District of California
- Ninth Circuit Court of Appeals

PROFESSIONAL AFFILIATIONS

- State Bar of California, Member of the Commission on Judicial Nominees Evaluation
- Los Angeles County Bar Association, Labor & Employment Section
- John M. Langston Bar Association (President, 2012)
- National Bar Association
- Southern California Super Lawyers, *2014 Rising Star*

EDUCATION

- J.D., Vanderbilt University Law School, 2004
- B.A., University of California, Berkeley, 2001

COMMUNITY CONNECTION

- Constitutional Rights Foundation, Mock Trial Volunteer (2011-Present)
- Mesereau Free Legal Clinic, Volunteer (2011-2013)
- Kappa Alpha Psi Fraternity, Inc., Volunteer Mentor (1998-present)