

# Daily Journal

JUNE 30, 2021

## Top Labor & Employment Lawyers 2021

### Reginald Roberts Jr.

**R**oberts is the co-managing partner of the defense-side employment law boutique he founded with law school roommate Justin H. Sanders in 2008. Roberts handles cases from pre-litigation through trial, assisting clients in navigating complex and sometimes difficult employment law scenarios.

“It’s been a labor of love,” he said of running and nurturing the firm. “We’ve grown to 25 lawyers and 12 paralegals, and we’re continuing to grow. And we grew this firm to be tech-forward, so we could work effectively from remote locations during the pandemic.”

Because some clients wish to remain under the radar, Roberts withholds names. In one 2020 case, he represented an educational institution, for which he successfully turned away a plaintiff’s claims of disability discrimination and failure to accommodate.

“The trial took us three tries,” Roberts said. “It started just as Covid hit.” The venue was Orange County Superior Court, where officials allowed a limited number of civil jury trials to proceed in the larger courtrooms that could handle the distancing requirements for safe proceedings.

“Covid slowed us but didn’t stop us,” he said. “The first effort was postponed, then resumed, then stopped again when cases peaked after a week of voir dire.”

When the matter resumed for a third try, Roberts and his team remained ready

and determined to see the case through. “We believed in this case,” he said. “We followed all the protocols designed for use with a live jury—masks and face shields. We showed that our client followed the rules too, and we presented the truth about the plaintiff’s conduct.” The plaintiff was a young woman who worked in a campus medical facility. “She was a young aspiring model who was active on social media, and she was asking for up to seven figures in damages on her claims. We showed the jury that some of her posts painted a different picture than the one she presented in her testimony.”

He said that once he’d made that point, “the true core of the case was the decisions made by my client for legitimate business reasons. The evidence simply did not support the plaintiff’s claims.”

After 13 days of trial, “We asked for and got a directed defense verdict.”

Roberts said the positive outcome for his client was a prime example of how social media can play a determinative role in a jury’s assessment of a witness’ veracity.

He said that despite the pandemic, the firm has remained busy. “Employment cases continued to come, even though there was a slowdown in resolutions. In most cases, the pressure of a trial date just isn’t there.”

— John Roemer



#### Sanders Roberts LLP

1055 West 7th Street  
Suite 3200  
Los Angeles, CA 90017  
info@sandersroberts.com  
213.426.5000