



labor litigation & counseling

Our department's attorneys spend their time as full-service management-side employment counsel, providing both traditional labor law and employment law services. Our comprehensive knowledge of the extensively regulated employment relationship fosters practical advice in planning, compliance, and human resources problem solving.

In addition to representing clients in state and federal courts, in collective bargaining, and before a wide variety of administrative agencies, our labor and employment attorneys assist clients in anticipating and resolving issues arising in mergers and acquisitions and related business transactions.

union avoidance

Hearings before the NLRB on union elections and guidance throughout the entire election process.

managing union relations

Advice on corporate structures to promote corporate labor strategies, responding to and defending NLRB unfair labor practice charges, handling labor grievances and conducting labor arbitrations.

collective bargaining

Serving as chief spokesperson in collective bargaining negotiations and/or providing advice regarding the negotiation process.

labor litigation

Defend actions arising under the Labor Management Relations Act and other federal labor laws.

managing labor disputes

Guiding clients through strikes and other labor disputes, including seeking injunctions in court.

practice contacts

Anthony J. Amendola
Emma Luevano

attorneys

Louis J. Cannon Jr.
William Cole
Irina Constantin
Lucia E. Coyoca
Simone Del Barco
Larry C. Drapkin
Loren Lee Forrest Jr.
Kevin E. Gaut
Cassandra L. Horton
Hayward J. Kaiser
Adam Levin
Matt J. Mardesich
Gary M. McLaughlin
Jeremy Mittman
Brian M. Ragen
Stephen A. Rossi
Steven M. Schneider
Talya Seidman Cytryn
Corey G. Singer
Louise Truong
Jonathan M. Turner

related practices areas

class action defense
employment litigation & counseling



managing corporate change

Advice on labor law issues in connection with mergers, acquisitions, and restructuring in union-represented workplaces.

cases

- Regularly represent the entertainment industry collectively through the Alliance of Motion Picture and Television Producers (AMPTP) in high profile and high stakes arbitrations under the various Guild and union contracts. For example, we successfully represented two motion picture studios in an arbitration establishing the right to use clips from pre-1960 motion pictures without first bargaining with the performers appearing in the clips. The Screen Actors Guild had claimed that under the SAG theatrical and television agreements, such clips could not be used without first bargaining with the performers.
- In an arbitration handled on behalf of the entertainment industry through the AMPTP, we successfully represented three major studios in an arbitration in which SAG, the WGA and the DGA asserted that the method by which those companies paid residuals on videocassettes and DVD's sold in foreign markets through unaffiliated subdistributors understated the residuals due by a very significant amount. After prevailing in the arbitration, we were able to negotiate a settlement on behalf of the remaining studios which had over-reported by paying in the manner which the Guilds contended was correct so that they were able to recoup significant portions of their overpayments.
- On behalf of a major motion picture studio, prevailed in an arbitration brought by SAG-AFTRA on behalf of performers challenging the studio's right to reuse film clips of highly compensated "deal players" in a sequel.
- Represented Public Broadcasting Service, several public television stations, and producers in national labor negotiations with the American Federation of Television and Radio Artists, the Writers Guild of America, and the American Federation of Musicians.
- Represented a major cable television network in an extensive high profile government investigation involving alleged child labor law violations committed during the filming of a hit reality TV show. The case raised questions regarding how child "stars" on reality shows are compensated and whether, and how much, they are subject to direction and control during filming. We were able to successfully resolve the case, which could have resulted in criminal prosecution, with no such action taken.
- Successfully represented all of the major studios and networks in a closely watched arbitration against WGA in which it was determined that a portion of the 2008 New Media deal is not retroactive.
- Represented major motion picture and television producer in several industry-wide arbitrations with Screen Actors Guild, Writers Guild of America, Directors Guild, and IATSE.
- Successfully argued before the National Labor Relations Board (NLRB) to set aside a recent election at a major medical center due to a Union's election misconduct. In the face of anonymous phone threats to a medical center employee, we argued that anonymous threats were more menacing than if the callers could



be identified. The NLRB, in a unanimous panel decision, agreed and in a rare occurrence set aside the election.

- Represented Intermountain Power Service Corporation, one of the country's largest coal burning power plants, in collective bargaining negotiations, arbitrations and NLRB proceedings.
- Represented a large national garment retailer in fending off a major corporate campaign instituted by UNITE, including defending numerous unfair labor practices claims, ultimately resulting in the union abandoning its campaign.
- Represented a major U.S. beer manufacturer in negotiations with the Teamsters Union.
- Guided several medical centers through union organizing campaigns.
- Consulted with a number of local governments and agencies, including the Department of Water and Power, to help resolve union-driven conflicts.
- Represented the producer of "America's Next Top Model" in a series of NLRB proceedings against the Writers Guild, successfully preventing the Guild from organizing employees in the reality television field.
- Successfully represented NBC Universal in a major Writers Guild arbitration to establish the right to establish terms and conditions of employment for writers of "webisodes" for the internet by dealing directly with writers instead of negotiating with the Writers Guild.
- Represent the major motion picture and television industry's alcohol and controlled substance testing program, including advice and claims defense.
- Regularly represent clients in labor arbitrations over discharge, discipline, and contract interpretation issues among others.

headlines

Cassandra Horton Selected for Leadership Council on Legal Diversity (LCLD) 2026 Pathfinder Program
March 13, 2026

12 MSK Attorneys Named to the 2026 Edition of Southern California *Super Lawyers*
Super Lawyers, February 20, 2026

MSK Prevails in SAG-AFTRA Arbitration Involving Reuse of Film Clips
October 21, 2025

37 MSK Attorneys Named Among *The Best Lawyers in America*® for 2026
Best Lawyers, August 21, 2025



labor litigation & counseling

Cassandra Horton Selected for Membership on The National Black Lawyers' "Top 40 Under 40" List
July 18, 2025

Adam Levin Named to the *Los Angeles Business Journal's* 2025 "Top 100 Lawyers" List
Los Angeles Business Journal, April 21, 2025

Mitchell Silberberg & Knupp Takes Growth Surge Bicoastal With Additions to Labor Practice in New York, D.C.
Arrival of Prominent Lateral Trio Follows Last Month's Expansion on West Coast
April 9, 2025

13 MSK Attorneys Named to the 2025 Edition of Southern California *Super Lawyers*
February 18, 2025

Louise Truong Named Finalist of *L.A. Times B2B Publishing's* 2024 Inspirational Women Awards
L.A. Times B2B Publishing, November 14, 2024

Best Lawyers Recognizes Mitchell Silberberg & Knupp in 2025 "Best Law Firms" Rankings
November 7, 2024

19-Year Entertainment Veteran Mike Marino Joins Mitchell Silberberg & Knupp's Labor and Employment Practice
from Warner Bros. Discovery
October 24, 2024

Gregory Hessinger Named to *The Hollywood Reporter's* 2024 NYC Power Lawyers List
The Hollywood Reporter, September 21, 2024

Five MSK Practices and Attorneys Recognized in *Chambers USA* 2024 Guide
Chambers USA, June 6, 2024

Adam Levin Named to the *Los Angeles Business Journal's* 2024 "Top 100 Lawyers" List
Los Angeles Business Journal, April 22, 2024

Four MSK Partners Named to *Variety's* 2024 "Legal Impact Report"
April 17, 2024

12 MSK Attorneys Named to the 2024 Edition of Southern California *Super Lawyers*
January 10, 2024

Mitchell Silberberg & Knupp Elects Labor & Employment Attorney Corey Singer to Partnership
January 8, 2024

Best Lawyers Recognizes Mitchell Silberberg & Knupp in 2024 "Best Law Firms" Rankings
November 2, 2023



Adam Levin Included in the 2024 *Lawdragon 500* "Leading Corporate Employment Lawyers" Guide
September 24, 2023

MSK Practices and Attorneys Recognized in *Chambers USA* 2023 Guide
Chambers USA, June 1, 2023

Adam Levin Named to *LABJ's* 2023 "Top 100 Lawyers" List
Los Angeles Business Journal, May 22, 2023

HBO Former Senior Counsel Grant Goeckner Returns to Mitchell Silberberg & Knupp's Entertainment Industry
Labor and Employment Law Practice
February 14, 2023

Best Lawyers Recognizes Mitchell Silberberg & Knupp in 2023 "Best Law Firms" Rankings
November 2, 2022

MSK Practices and Attorneys Recognized in *Chambers USA* 2022 Guide
Chambers USA, June 1, 2022

Adam Levin Named to *LABJ's* 2022 "Top 100 Lawyers" List
Los Angeles Business Journal, May 16, 2022

Mitchell Silberberg & Knupp LLP Elects Three Lawyers to Partnership: Stephen Blaker, Christopher Elliott, and
Louise Truong
January 6, 2022

U.S. News & World Report Recognizes Mitchell Silberberg & Knupp in 2022 "Best Law Firms" Rankings
November 4, 2021

Mitchell Silberberg & Knupp Elects New Leadership Team
May 27, 2021

MSK Practices and Attorneys Recognized in *Chambers USA* 2021 Guide
Chambers USA, May 20, 2021

Christine Lepera and Adam Levin Named to *Variety's* 2020 "Legal Impact Report"
July 14, 2020

27 MSK Attorneys Named Among *The Best Lawyers in America*© for 2020
August 15, 2019

Jonathan Turner's DOL Article Published in *Bloomberg Law*
April 8, 2019



labor litigation & counseling

Adam Levin Named to *Lawdragon's* List of Top 100 Most Powerful Corporate Employment Attorneys
March 15, 2019

William Cole Named to *Lawdragon* Most Powerful Employment Lawyer "Hall of Fame"
March 8, 2019

Adam Levin Named to *The National Law Journal's* 2019 List of "Employment Law Trailblazers"
March 1, 2019

MSK Elects Five Lawyers to Partnership
January 1, 2019

U.S. News & World Report Recognizes MSK Among 2019 "Best Law Firms" Rankings
November 1, 2018

The Best Lawyers in America© 2019 Recognizes 24 Attorneys from MSK
August 15, 2018

Christine Lepera and Adam Levin Named to *Variety's* 2018 "Legal Impact Report"
April 17, 2018

William Cole and Adam Levin Named to *Human Resource Executive's* List of Most Powerful Employment Attorneys
April 13, 2018

MSK Named Among 2018 Best Law Firms
November 1, 2017

The Best Lawyers in America© 2017 Recognizes 22 Attorneys from Mitchell Silberberg & Knupp
August 22, 2016

MSK Takes a Bite Out of the Big Apple with lateral Partner Gregory J. Hessinger
March 24, 2016

MSK Welcomes New Partner, Jonathan Turner, to its Labor & Employment Team!
July 15, 2015

Two More Of Counsels Join MSK in LA
November 14, 2012

MSK's Levin and Steinke Win Unanimous Verdict for Shemarya
April 14, 2010

MSK Partner Adam Levin Receives 2007 CLAY Award
March 1, 2007



Adam Levin Secures California Supreme Court Victory
January 20, 2006

Partner Anthony Amendola Returns to MSK
June 9, 2003

news

Louis Cannon Quoted in *Bloomberg Law* on Declining Unionization Trends
Bloomberg Law, February 2, 2026

Louis Cannon Quoted in *Law360* on NLRB Complaint Withdrawal and Enforcement Priorities
Law360, January 29, 2026

Rebecca Benyamin and Matt Mardesich Published in *Law360*
Law360, October 22, 2025

Adam Levin Quoted in *Variety* on WGA Expulsion and Employability
Variety, August 11, 2025

Stephen Rossi Featured in the *Los Angeles Business Journal's* Special Reports Q&A
Los Angeles Business Journal, May 5, 2025

MSK Chair Gregory Hessinger Featured in *The American Lawyer's* "How I Made It" Series
The American Lawyer, January 29, 2025

Jonathan Turner Quoted in *SHRM* Discussing NLRB Ruling
SHRM, November 15, 2024

Louise Truong Quoted in *The American Lawyer*
October 3, 2024

Jonathan Turner Quoted in *Washington Examiner*
Washington Examiner, April 23, 2024

Stephen Blaker, Christopher Elliott, and Louise Truong Mentioned in Multiple Publications for Their Promotions to Partnership
January 6, 2022

MSK Mentioned in *Law360*
November 2, 2021

Ann Calfas and Andrea Cataneo Mentioned in *Bloomberg Law's* "Wake Up Call"
Bloomberg Law, October 28, 2020



MSK Attorneys Featured in *Law360*
Law360, May 9, 2019

Jeremy Mittman Mentioned in *Bloomberg Law*
Bloomberg Law, September 21, 2018

Jeremy Mittman Mentioned in *The Recorder*
The Recorder, September 21, 2018

Jeremy Mittman Featured in *Attorney at Law Magazine*
September 20, 2018

Sarah Taylor Wirtz Mentioned in *Vanity Fair*
August 3, 2018

Anthony Amendola and Steven Schneider Quoted in *Daily Journal*
May 1, 2018

Adam Levin Quoted in *The Boston Globe*
October 12, 2017

Adam Levin Mentioned in *The Hollywood Reporter*
September 28, 2017

Adam Levin Featured in *Deadline Hollywood*
January 20, 2017

Adam Levin and William Cole Featured in *Lawdragon's* "100 Most Powerful Employment Lawyers" List
December 2016

Adam Levin and Emma Luevano Featured in *Law360*
November 1, 2016

Anthony Amendola Featured in Center Theatre Group Article
May 6, 2016

MSK Partner Greg Hessinger is mentioned in *The National Law Journal*
April 18, 2016

Adam Levin Mentioned in *The Hollywood Reporter*
April 5, 2016

Greg Hessinger Featured in *Law360* and *Reuters*
April 5, 2016



labor litigation & counseling

Gregory Hessinger Featured in *The Deal*
March 31, 2016

MSK Selected for Inclusion in 2016 US News Best Law Firms
November 2015

Adam Levin and Emma Luevano Mentioned in *Forefront Magazine*
July 2015

Jonathan Turner Featured in *L.A. Biz* and *The Hollywood Reporter*
July 2015

William Cole and Adam Levin Recognized in *Lawdragon's* 2015 Guide to Most Powerful Employment Attorneys
June 18, 2015

Adam Levin was quoted in *Forbes* and *Law360*
June 2015

Adam Levin Quoted in *Forbes* and *Law360*
June 2015

Chambers USA 2015 Recognizes Mitchell Silberberg & Knupp
May 2015

Adam Levin Recognized as One of the *National Law Journal's* "Top 50 Litigation Trailblazers of 2014"
December 2014

18 Mitchell Silberberg & Knupp Attorneys Named to the 2015 Super Lawyers Business Edition
November 21, 2014

U.S. News & World Report Recognizes Mitchell Silberberg & Knupp in 2015 "Best Law Firms" Rankings
November 3, 2014

The Best Lawyers in America© 2015 Recognizes 21 Attorneys from Mitchell Silberberg & Knupp and Names 2 Attorneys "Lawyer of the Year"
August 2014

Chambers USA 2014 Recognizes 9 Attorneys and 3 Practice Groups from MSK Among Nation's Best
May 2014

Adam Levin Named to *The Hollywood Reporter's* "Top 100 Power Lawyers" List
April 2014

26 MSK Attorneys Named to 2014 Southern California *Super Lawyers* List
January 2014



U.S. News & World Report Recognizes MSK in 2013-2014 "Best Law Firms" Rankings
November 2013

21 MSK Attorneys Selected for *Best Lawyers in America 2014*
August 15, 2013

MSK Attorneys and Practice Groups Recognized by *Chambers USA 2013*
May 2013

MSK Named to *National Law Journal's* 2013 "Midsize Hot List"
April 10, 2013

26 MSK Attorneys Named to 2013 Southern California *Super Lawyers* List
January 2013

MSK Attorneys Named to New York *Super Lawyers 2012*
November 1, 2012

U.S. News & World Report Recognizes MSK in 2012-2013 "Best Law Firms" Rankings
November 1, 2012

21 MSK Attorneys Selected for *Best Lawyers in America 2013*
August 24, 2012

Russell Frackman and Adam Levin Named to *The Hollywood Reporter's* 2012 "Power Lawyers" List
July 18, 2012

MSK Attorneys and Practice Groups Recognized by *Chambers USA 2012*
June 25, 2012

MSK Labor & Employment Attorneys Named to List of Most Powerful Employment Lawyers in U.S.
June 18, 2012

Steve Schneider Discusses 9th Circuit's *Nosal* Decision With *SHRM*
April 30, 2012

25 Named to 2012 Southern California *Super Lawyers* List
January 23, 2012

Steve Schneider Discusses *Nosal* Implications With *SHRM*
December 29, 2011

U.S. News & World Report Recognizes MSK In 2011-2012 "Best Law Firms" Rankings
November 1, 2011



William Cole Named 2012 Los Angeles Labor Law - Management Lawyer of the Year by Best Lawyers
October 5, 2011

Larry Drapkin Quoted in *Wall Street Journal* and *Investorplace.com*
September 22, 2011

MSK Attorneys Recognized Among "The Best Lawyers in America" for 2012
August 31, 2011

Bill Cole and Adam Levin Named to *Daily Journal's* Annual "Top Labor & Employment Lawyers" List
July 14, 2011

Russell Frackman and Adam Levin Named to *The Hollywood Reporter's* 2011 Power Lawyers List
July 13, 2011

MSK Named to *National Law Journal's* 2011 "Midsize Hot List"
July 11, 2011

Bill Cole and Adam Levin Selected Among "Nation's Most Powerful Employment Lawyers"
June 20, 2011

Nine MSK Attorneys Named to Southern California *Super Lawyers'* Rising Stars List
June 13, 2011

Chambers USA Recognizes MSK Attorneys Among America's Leading Lawyers
June 10, 2011

24 Named to 2011 Southern California *Super Lawyers* List
January 25, 2011

Lawrence Michaels Analysis of Souza Decision re Online Protected Speech Live on "Air Talk" (89.3 KPCC Public Radio)
November 15, 2010

Bill Cole and Russ Frackman Among "Who's Who in Entertainment Law"
October 12, 2010

MSK Recognized in *U.S. News & World Report/Best Lawyers* "Best Law Firms" Rankings
September 15, 2010

The 2011 Best Lawyers in America Recognized MSK Attorneys from Nine Practice Areas
August 19, 2010

MSK Attorneys Recognized Among Nation's Best in *Chambers USA* 2010
July 1, 2010



Adam Levin on NPR's "The Business" Discussing Hollywood's Work Environment
May 3, 2010

28 Named to 2010 Southern California Super Lawyers List
January 26, 2010

Larry Drapkin Featured in *Employment Law360*
November 10, 2009

Larry Drapkin Weighs In On Starbucks Executive's Non-Compete Agreement in *Ad Age*
October 12, 2009

Anthony Amendola Quoted in *HR Daily Advisor*
October 6, 2009

Los Angeles Business Journal's 2009 "Who's Who in the Law" Lists MSK Attorneys Russell Frackman and Bill Cole
October 5, 2009

The Best Lawyers in America 2010
August 3, 2009

The Hollywood Reporter Recognizes Bill Cole and Russell Frackman to its List of 2009 "Power Lawyers"
July 29, 2009

Bill Cole and Adam Levin Ranked Among the Nation's "Most Powerful Employment Attorneys" by *Human Resource Executive*
May 15, 2009

Who's Who Legal: California 2009
March 23, 2009

29 Chosen to 2009 Southern California Super Lawyers List
January 30, 2009

33 Chosen to 2008 Super Lawyers Lists
November 21, 2008

The *Best Lawyers in America* 2009
September 17, 2008

The 100 Most Influential Attorneys in Entertainment
July 23, 2008

MSK Home to 23 Southern California Super Lawyers for 2008
January 30, 2008



MSK 2007 Employers' Legal Update: A Full House
January 17, 2008

The Best Lawyers in America 2007
December 28, 2007

LABJ Finds MSK Partners The Best of the Bar in L.A.
August 20, 2007

Chambers USA Ranks MSK and Partners Russ Frackman and Bill Cole
June 15, 2007

Pat Benson Named to the *Daily Journal's* List of "Top Women Litigators"
May 10, 2007

Adam Levin Recipient of the CLAY Award
February 15, 2007

Emma Luevano named to Inaugural 100 in *Latin Business*
August 11, 2006

publications

Litigation Over Employment Status Averted by Settlement
California Minority Counsel Program's Summer Newsletter, August 2016

California Fair Pay Act's Anticipated Effect on Litigation
California Minority Counsel Program's Summer Newsletter, August 2016

California Law is Cause for Caution Among Client Employers
Law 360, November 11, 2014

Keep a Business Eye on E-Workers: Protect Your Business By Telling Your Workers You're Watching
LatinBusinessToday.com, February 2012

Background Check: Avoiding the pitfalls that come with conducting a background check
LatinBusinessToday.com, February 2012

Parents Have Rights
LatinBusinessToday.com, January 2012

Absent With Leave
LatinBusinessToday.com, January 2012



Managing Religious Diversity
LatinBusinessToday.com, December 2011

Labor and Employment Litigation in the Entertainment Industries
Entertainment Litigation (Oxford University Press, 2011), 2011

How To Be a Good Lawyer and a Good Boss (They're Not Mutually Exclusive)
ABA's The Woman Advocate, 2nd Edition, May 2010

Balance of Power in the Workplace
Los Angeles Daily Journal (Guest Column), December 2008

Privacy Versus Security in the Workplace
Privacy & Data Security Law Journal, February 2008

Six Ways to Get Your Company Sued In a California Employment Class Action
March 2004

alerts

A Boxing Day Miracle: Federal Court Grants National Labor Relations Board's Requested Injunction Against California Assembly Bill 288
MSK Client Alert, January 5, 2026

SCOTUS's Curbing of Federal Agency Actions – A Tool to Place Guardrails on the NLRB's Recent Policies to Expand its Reach under the NLRA
MSK Client Alert, July 24, 2024

Supreme Court Ruling Limits NLRB's Ability to Obtain Preliminary Injunctions
MSK Client Alert, July 10, 2024

NLRB Calls Into Question Confidentiality and Non-disparagement Provisions in Agreements with Employees
MSK Client Alert, March 3, 2023

Dynamex Strikes the Ninth Circuit Court of Appeals
MSK Client Alert, March 28, 2019

I'll See Your Minimum Wage and Raise You
MSK Client Alert, March 14, 2019

California Court of Appeals Dials in on Call-In Practices
MSK Client Alert, February 19, 2019

No Payday for Plaintiffs
MSK Client Alert, February 13, 2019



Shuttling Between Independent Contractor and Employee

MSK Client Alert, February 4, 2019

Keep On Truckin'

MSK Client Alert, January 30, 2019

Sex Education for Minors?

MSK Client Alert, January 28, 2019

Don't Miss the Party

MSK Client Alert, January 22, 2019

CA Employers Hungry for Time-Rounding Meal Breaks

MSK Client Alert, December 26, 2018

Minors Ages 14 to 17 to Receive Sexual Harassment Prevention Training Before Issuance of Entertainment Work Permit

MSK Client Alert, November 26, 2018

Employee Nonsolicitation Provisions May No Longer Be Lawful in California

MSK Client Alert, November 19, 2018

California Supreme Court's Independent Contractor Ruling Only Applies to Claims Brought Under California Wage Orders

MSK Client Alert, November 7, 2018

California Expands Sexual Harassment Training for Employees

MSK Client Alert, October 18, 2018

New York State Provides Model Sexual Harassment Prevention Materials for Employers

MSK Client Alert, October 11, 2018

NLRB Proposes Rule Changing Joint-Employer Standard

MSK Client Alert, October 8, 2018

Summer Roundup: New California Employment Laws

MSK Client Alert, October 4, 2018

California Legislative Efforts to Ban Non-Disclosure Agreements and Arbitration Agreements in the Workplace Edging Closer to Becoming Law

MSK Client Alert, September 11, 2018

NLRB's General Counsel's Office Releases Seven New Advice Memos

MSK Client Alert, August 15, 2018



Employers Cannot Rely on the *De Minimis* Doctrine..

MSK Client Alert, July 30, 2018

NLRB General Counsel Issues Pro-Employer Guidance Regarding Workplace Rules

MSK Client Alert, June 26, 2018

California Court of Appeal Provides New Guidance on Meaning of "To Employ" Workers

MSK Client Alert, June 25, 2018

California Courts of Appeal Pave the Way for More PAGA Claims

MSK Client Alert, June 7, 2018

U.S. Supreme Court Rules That Class Action Waivers in Employment Arbitration Agreements Are Enforceable

MSK Client Alert, May 30, 2018

New York City & State Implement Stronger Protections Against Workplace Harassment

MSK Client Alert, May 24, 2018

Courts Rule on Salary History Bans

MSK Client Alert, May 8, 2018

California Supreme Court Adopts "ABC" Test as Standard to Determine Independent Contractor Status Under the Wage Orders

MSK Client Alert, May 7, 2018

MSK's Annual Labor & Employment Update

January 11, 2018

Expansion of California Parental Leave Rights

MSK Client Alert, October 31, 2017

California "Bans the Box": Pre-Offer Criminal Inquiries Generally Outlawed in the State

MSK Client Alert, October 16, 2017

California Bans Salary History Inquiries for Job Applicants

MSK Client Alert, October 13, 2017

Salary Inquiries Off Limits in San Francisco

MSK Client Alert, August 22, 2017

California Employer Domestic Violence Notice Requirement

MSK Client Alert, August 22, 2017

California Court of Appeal Upholds Clearly Defined Waiting Period Before Vacation Begins to Accrue

MSK Client Alert, August 21, 2017



NYC Updates "Ban the Box" Law
MSK Client Alert, August 7, 2017

DEFH Issues New Workplace Harassment Guidance
MSK Client Alert, May 25, 2017

And On The Seventh Day...
MSK Client Alert, May 22, 2017

NYC Says Salary Inquiries are DOA
May 10, 2017

Where's The Rest Of My Pay?
MSK Client Alert, April 18, 2017

What's In Your Arbitration Agreement?
MSK Client Alert, April 13, 2017

MSK's Annual Labor & Employment Update
January 11, 2017

City of Los Angeles "Bans the Box"
MSK Client Alert, December 15, 2016

Federal Court Lowers the Boom on DOL's Higher Salary Regulation
MSK Client Alert, November 23, 2016

Don't Look Back: California Restricts Use of Salary Histories
MSK Client Alert, October 24, 2016

The Regs They Are a-Changin': Are You Ready?
MSK Client Alert, October 11, 2016

Don't Show Me the Money
MSK Client Alert, August 23, 2016

Employers Should Take Note of the Department of Labor's Final "Persuader Rule"
MSK Client Alert, June 28, 2016

New Los Angeles Ordinance Provides for Paid Sick Leave and Increased Minimum Wages
MSK Client Alert, June 27, 2016

The EEOC Is Keeping Busy: EEOC Issues Additional Guidance About the ADA & Final Rules on Wellness Programs
MSK Client Alert, June 9, 2016



New Santa Monica Ordinance Provides For Paid Sick Leave and Increased Minimum Wages

MSK Client Alert, May 25, 2016

The California Supreme Court Offers Guidance to Employers For Meeting Their Seating Obligations

April 19, 2016

California Court Requires Employers to Provide Reasonable Accommodations to Employees Who Are "Associated With" a Disabled Person

MSK Client Alert, April 14, 2016

New York City Bans the Box: Has Your Company Reviewed Its Application Process?

MSK Client Alert, November 30, 2015

Machinima Settles FTC Enforcement Action Over Xbox One Endorsements

MSK Client Alert, September 3, 2015

U.S. Department of Labor to Expand Overtime Protections for "White Collar" Employees

MSK Client Alert, July 2015

Second Circuit Rulings Provide Hope For Companies' Use of Unpaid Interns

MSK Client Alert, July 13, 2015

Labor Commissioner's Uber Decision: A Reminder of Misclassification Dangers

MSK Client Alert, June 2015

NLRB Reverses Course and Creates Presumptive Right for Employees to Use Employers' Email Systems for Union Organizing

MSK Client Alert, December 2014

Co-author, "New Law Makes It Easier to Pursue Claims Against Employers that Use Contracted or Leased Employees"

MSK Client Alert, November 2014

Governor Brown Signs Two New Laws That Will Impact California Employers in 2015

MSK Client Alert, September 19, 2014

Employers Must Pay for Employees' Work-Related Personal Cell Phone Use

MSK Client Alert, August 26, 2014

"President Obama Signs Two Executive Orders Impacting Federal Contractors"

MSK Client Alert, August 2014

Supreme Court Invalidates President Obama's NLRB Recess Appointments

MSK Client Alert, June 27, 2014



California Supreme Court Upholds Class Action Waivers in Employment Arbitration Agreements; Rules PAGA Waivers are Unenforceable
MSK Client Alert, June 26, 2014

Severance Agreements Under Attack by the EEOC
MSK Client Alert, May 21, 2014

Proposed NLRB Union Election Rules Significantly Reduce Employers' Response Time to Union Organizing
MSK Client Alert, March 6, 2014

Labor and Employment Law 2013: A Year-End Review
MSK Client Alert, January 13, 2014

The California Supreme Court Curtails *Concepcion's* Protection of Arbitration Agreements
MSK Client Alert, November 2013

Entertainment Industry Payroll Companies Must Pay Up To FICA "Cap" On Behalf Of Each Producer For Whom An Individual Performs Services
MSK Client Alert, October 2013

Governor Jerry Brown Signs Bill Increasing California's Minimum Wage
MSK Client Alert, September 2013

Treasury Delays Implementation of Key Aspect of "Obamacare" by A Year
MSK Client Alert, July 2013

United States Supreme Court Decides Significant Cases Impacting Employers
MSK Client Alert, July 11, 2013

Supreme Court Decisions Offer Some Positive News for Employers
MSK Client Alert, May 21, 2013

No Peace With A Piece Rate Unless Every Hour Is Paid
MSK Client Alert, April 15, 2013

The New I-9 Employment Verification Form
MSK Client Alert, March 2013

New California Disability Regulations Emphasize Importance of Interactive Process
MSK Client Alert, February 13, 2013

MSK's Annual Labor & Employment Law Update
MSK Client Alert, January 2013



United States Supreme Court Decides Significant Cases Impacting Employers

MSK Client Alert, January 2013

Labor and Employment Law 2013: A Year-End Review

MSK Client Alert, January 10, 2013

Social Media: More Headaches for Employers

MSK Client Alert, October 2012

NLRB to Employees: "You Have a Right NOT to Remain Silent."

MSK Client Alert, September 4, 2012

California Court of Appeals Severely Limits Application of Administrative Exemption from Overtime

MSK Client Alert, August 1, 2012

DLSE Revamps Wage Theft Protection Act Notice

MSK Client Alert, April 2012

Supreme Court Decides *Brinker*: An Important Win for Employers

MSK Client Alert, April 13, 2012

Just When You Thought It Was Safe To Go Back In The Water... NLRB's Decision In *D.R. Horton, Inc.* Sinks Employer's Hopes Of Stopping The Class Action Flood

MSK Client Alert, February 2012

U.S. Employers Should Prepare for On-Site Visits by USCIS

MSK Client Alert, February 2, 2012

DLSE Issues Revised FAQs Regarding Required Wage Notice

MSK Client Alert, January 30, 2012

Labor And Employment Law 2011: A Year-End In Review

MSK Client Alert, January 24, 2012

Pending Decisions and Potential Legislation

MSK Labor & Employment Alert, January 2012

Oral Arguments In *Brinker v. Superior Court* Hint At How The Supreme Court May Decide Critical Issues Regarding Meal And Rest Periods

MSK Client Alert, December 1, 2011

Antisocial Behavior and Social Media: A Dilemma for Employers

MSK Client Alert, October 13, 2011



Make Room on the Bulletin Board – NLRB Imposes New Notice Requirement on Employers

MSK Client Alert, September 1, 2011

Consulting the Oracle

MSK Client Alert, August 15, 2011

Talking Dirty: Court of Appeal Rejects Harassment Claim Based on Vulgar Speech

MSK Client Alert, July 7, 2011

Death Knell for Large Employee Class Actions? Supreme Court Stresses the "Commonality" Requirement

MSK Client Alert, June 23, 2011

New ADA and Proposed FEHA Disability Regulations

MSK Client Alert, June 1, 2011

IRS Audits Employment Tax Compliance by Nonprofits

MSK Client Alert, June 1, 2011

Is There An End In Sight to Wage/Hour and Other Class Actions Against Employers?

MSK Client Alert, May 4, 2011

Employers May Discipline Violent or Threatening Behavior, Even When Caused by a Mental Disability

MSK Client Alert, April 25, 2011

The Social Security Administration Revives the Employer No-Match Letters

MSK Client Alert, April 21, 2011

Good News and Bad News on Labor Code Penalties

MSK Client Alert, March 3, 2011

New Exemptions From California's Meal Period Requirements for Certain Union-Represented Employees

MSK Client Alert, February 7, 2011

Broader Rights for Employees

MSK Client Alert, January 31, 2011

Labor & Employment Law 2010: A Year-End in Review

MSK Client Alert, January 24, 2011

Penalty Time: California Supreme Court Clarifies The Statute Of Limitations For Employees Seeking "Waiting Time" Penalties For Late Paid Wages

MSK Client Alert, November 29, 2010

Cause for Concern: Trivedi Ratchets Up Scrutiny of Pre-Dispute Employment Arbitration Agreements

MSK Client Alert, November 11, 2010



Supreme Court Upholds Reasonable Searches of Employee Text Messages

MSK Client Alert, July 9, 2010

"Plan, Prevent, Protect": Department of Labor Announces New Enforcement Strategy

MSK Client Alert, June 14, 2010

Arbitration of Employee Claims - It Isn't Over 'Til It's Really Over

MSK Client Alert, May 18, 2010

Unpaid Internships: A New Test in California

MSK Client Alert, April 29, 2010

Uncapped Sick Leave Exempt From Kin Care Statute

MSK Client Alert, March 24, 2010

Year-End Update: Taking Stock of 2009

MSK Client Alert, January 28, 2010

New COBRA Requirements

MSK Client Alert, January 21, 2010

President Obama Expands FMLA Rights For Family Members Of Military

MSK Client Alert, November 17, 2009

Salary Flexibility For Exempt Employees Approved By DLSE

MSK Client Alert, October 2009

Proceed with Caution on Trade Secrets Claims

MSK Client Alert, September 2009

Mum Is Not the Word For Employees

MSK Client Alert, June 2007

Criminal History Questions on Employee Applications Can Lead to Class Action Heartache

MSK Client Alert, February 2004

New Class Action Attack: Profit-Sharing Plans for California Employees

MSK Client Alert, November 2003

Dawn of a New ARRA: Economic Stimulus Bill Bringing Change to COBRA and Unemployment Insurance Programs

MSK Client Alert, March 2009 Special Edition

The Demise of the Inevitable Disclosure Doctrine

MSK Client Alert, October 2002



Divided California Supreme Court Gives Supervisors A Break

MSK Client Alert, April 2008

The Supreme Court's Recent ADEA Rulings: A Big Win and A Small Loss For Employers

MSK Client Alert, May 2008

New Federal Regulations for Overtime Exemptions

MSK Client Alert, June 2004

There's No Such Thing as a Free (Missed) Lunch

MSK Client Alert, May 2007

New FMLA Regulations Create Significant Challenges for California Employers

MSK Client Alert, April 2009

Effective June 1, 2005: New FTC Consumer Information Disposal Regulations Could Expose Employers to Significant Liability

MSK Client Alert, May 2005

New Law Serves Up Additional Menu Items For Alternative Workweeks

MSK Client Alert, June 2009

Employee Accommodation Requests vs. Collective Bargaining Agreements: More Lawsuits Likely

MSK Client Alert, May 2002

Employer Liability Under Labor Code Section 132A: The Pendulum Starts to Reverse

MSK Client Alert, August 2003

Two Out Of Three Ain't Bad: California Supreme Court Hands Down Three New Employment Decisions

MSK Client Alert, October 2007

Ninth Circuit Gives Green Light To Employees Sexy Text Messages

MSK Client Alert, August 2008

Non-Sexual, Rude Manager Behavior Can Cause a Sexual Harassment Lawsuit

MSK Client Alert, September 2005

2004 Recap of Important Legislative and Case Law Developments

MSK Client Alert, January 2005

Only the Injured Are Left Standing

MSK Client Alert, August 2009

Federal Arbitration Act Reigns Supreme

MSK Client Alert, March 2008



2005 Recap of Important Legislative and Case Law Developments

MSK Client Alert, January 2006

FMLA Expanded for Family Members of Military

MSK Client Alert, February 2008

2006 Employer's Legal Update

MSK Client Alert, August 21, 2009

Fraud Reduction Efforts in "Green Card" Processing Will Increase Costs For Employers

MSK Client Alert, August 2007

A "Resting" Development: California Court Gives Employers a Break on Meal and Rest Periods

MSK Client Alert, September 2008

Updated: Issues Raised By Employees Needing Military Leave (Including Changes in California's Military Leave Laws)

MSK Client Alert, April 2003

A New Era of Paycheck Litigation

MSK Client Alert, March 2009

Veering Off the "Gardner" Path: Supreme Court Allows Arbitration of Statutory Claims Under Union Contract

MSK Client Alert, May 2009

Why Politics In The Workplace Can Be Worse Than Workplace Politics

MSK Client Alert, November 2008

High Court Answers Burning Question Regarding Employee Use of Medical Marijuana

MSK Client Alert, January 2008

Workplace Relationships and Sexual Favoritism May Create Grounds for Sexual Harassment Complaints

MSK Client Alert, July 2005

Recent Court Decisions and Important Legislative Changes for Spring 2005

MSK Client Alert, April 2005

Year-End Update: A Look Back and a Look Ahead

MSK Client Alert, January 2009

Better Late Than Never: New Sexual Harassment Training Regulations Adopted

MSK Client Alert, September 2007



Requiring Employees to Waive the Right to File Administrative Charges as a Condition of Receiving Severance Benefits is Void, Unenforceable and Retaliatory
MSK Client Alert, September 2006

Science Leads the Way to New Federal Antidiscrimination Law
MSK Client Alert, July 2008

California Industrial Welfare Commission Closes Doors After Legislature Withdraws Funding
MSK Client Alert, July 2004

California Labor and Employment Law 2007: A Summary of Notable Developments
MSK Client Alert, Special Edition 2007

California Legislation Clarifies Employers' Duties Under State's Consumer Credit Laws Regarding Employment Reference Background Checks
MSK Client Alert, November 2002

California Passes its Own Version of the WARN Act
MSK Client Alert, October 2002

Start Spreading the News: New York Enacts Plant Closing/Mass Layoff Notification Law
MSK Client Alert, February 2009

California Supreme Court Issues Death Knell To Covenants Not To Compete
MSK Client Alert, October 2008

California Supreme Court's "Serious Health Condition" Decision: A Serious Headache for Employers
MSK Client Alert, June 2008

California's Civil Rights Protection Extended to Gender Identity
MSK Client Alert, September 2003

Military Spouses Granted Limited Leave Rights
MSK Client Alert, November 2007

The California Workers' Compensation Appeals Board Says that Employees on Leave Must Receive Full Benefits -- But There Is a Way To Fight Back
MSK Client Alert, July 2001

Tidal Wave of Wage/Hour Class Action Lawsuits Puts Employers at Risk
MSK Client Alert, July 2001



U.S. Supreme Court Holds That Most Employment Agreements Requiring Arbitration of Claims are Covered Under the Federal Arbitration Act
MSK Client Alert, April 2001

events & speaking engagements

2026 Administrative Professionals and Human Resources Conference and Employment Law Workshop
April 8, 2026

Traditional Labor Law Year in Review
January 21, 2026

2025 Traditional Labor Law Update
February 26, 2025

MSK's 2023 Traditional Labor Law Update
March 15, 2023

MSK's Annual Labor & Employment Law Update
January 9, 2019

Independent Contractors: The *Dynamex* Decision
May 2018

Considering An Applicant's Criminal Background In The "Ban The Box" Age
April 24, 2018

Inclusion Riders
April 19, 2018

MSK's Annual Labor & Employment Law Update in New York
January 17, 2018

MSK's Annual Labor & Employment Law Update
January 11, 2018

Can I Quote You? - The Impact of California's and New York City's Salary Inquiry Bans on Talent Deals
November 6, 2017

Employing Minors in the Entertainment Industry
October 12, 2017

Hot Topics in Employment Law
May 16, 2017



California Employment Law Update
March 30, 2017

Decrypting Cybersecurity Laws: 2016 Year In Review and Looking Forward to 2017
2017 ABA Section of Litigation Corporate Counsel CLE Seminar
February 17, 2017

MSK's Annual Labor & Employment Law Update in New York
January 17, 2017

MSK's Annual Labor & Employment Law Update
January 11, 2017

Keeping it Legal: The Essentials of Yoga Law
December 17, 2016

The Pursuit of Compromise, *10th Annual ABA Section of Labor and Employment Law Conference*
November 12, 2016

Show Me the Money
October 21, 2016

Los Angeles and Santa Monica Sick Leave Ordinances: New Headaches for Employers
Mitchell Silberberg & Knupp
July 14, 2016

Collective Bargaining with the Guilds in Motion Pictures and Television
April 2016

MSK's Annual Labor & Employment Law Update
January 2016

How to Keep Your Friends Close and Your Frenemies Closer
December 9, 2015

Give Me Liberty or Give Me That Role!
December 9, 2015

Obtaining Information in Arbitration, *9th Annual ABA Section of Labor and Employment Law Conference*
2015

MSK's 2015 Annual Labor & Employment Law Update
January 2015



Year In Review 2014: Labor & Employment Law Developments
January 13, 2015

Year In Review 2013: Labor & Employment Law Developments
December 17, 2014

The Rights of LGBT Employees in the Workplace, *American Bar Association, Section of Labor and Employment Law 8th Annual Labor and Employment Law Conference*
November 2014

MSK's Annual Labor & Employment Law Update
January 2014

MSK's Annual Labor & Employment Law Update
January 2013

2012 Employers' Legal Update
January 9, 2013

The *Brinker* Impact: What Employers Need to Know, *MSK Client Seminar*
May 3, 2012

Eye on Employment Law' — The Latest Legal, Legislative, Regulatory and Enforcement News
March 21, 2012

MSK's Annual Labor & Employment Law Update
January 2012

2011 Employers' Legal Update
January 12, 2012

2010 Employers' Legal Update
January 20, 2011

MSK's Annual Labor & Employment Law Update
January 2011

2009 Employers' Legal Update
January 21, 2010

MSK's Annual Labor & Employment Law Update
January 2010

MSK's Annual Labor & Employment Law Update
January 2009



2008 Employers' Legal Update

December 11, 2008

Changes to FMLA Military Leave Laws: What You Need to Know Now

May 5, 2008

2007 Employers' Legal Update

January 17, 2008

2005 Employers' Legal Update

December 8, 2005