

Ryan L. Eddings

Associate

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Practice Areas

Complex Litigation and Jury Trials
Discrimination and Harassment
Competition and Trade Secret Law
Class Actions
Wage and Hour

Overview

Ryan L. Eddings represents clients in a wide variety of labor and employment matters with particular experience litigating single-plaintiff discrimination, harassment and retaliation claims. Representing private-sector employers of all sizes, he also defends management against claims involving:

- Unfair competition
- Breach of contract
- Wage and hour violations
- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Employment and Housing Act
- The California Labor Code

Ryan regularly appears in California federal and state courts, as well as before the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, the Division of Labor Standards Enforcement, and the Workers' Compensation Appeals Board.

Additionally, Ryan devotes a substantial amount of his practice to advising clients in all aspects of the employment relationship, including:

- Hiring
- Terminations
- Reductions-in-force

- Disability and leave issues
- Wage and hour issues
- Non-compete and non-solicitation agreements
- Employment policies, handbooks and contracts

Professional and Community Affiliations

- Member, American Bar Association
- Member, Illinois State Bar Association
- Member, Fresno County Bar Association
- Member, Fresno County Young Lawyers Association
- Member, Board of Directors - Fresno County Young Lawyers Association
- Former Vice Chair, Litigation Section, Young Lawyers Division - American Bar Association
- Member, Board of Directors, ACEL Fresno Charter High School

Education

J.D., Loyola University Chicago School of Law, 2006

B.A., University of California, Berkeley, 2002

Bar Admissions

California

Illinois

Courts

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of Illinois

Publications

"FCC Endorses a la Carte Cable Menu," *Loyola Consumer Law Review*, 2006

"Trolls and Titans Take Fight to Top Court," *Loyola Consumer Law Review*, 2006

"Supreme Court Unknots Trying Presumptions," *Loyola Consumer Law Review*, 2006

"Lead Paint May Be Next Asbestos, Tobacco," *Loyola Consumer Law Review*, 2006

"USDA Upset With Dairyman's Low Prices," *Loyola Consumer Law Review*, 2006

"Publishers Fight to Stop Google's Library," *Loyola Consumer Law Review*, 2006

"Court Ruling Allows Cable Firms to Restrict Access to Their Networks," *Loyola Consumer Law Review*, 2006

"Court Ruling May End Free Online Music Party," *Loyola Consumer Law Review*, 2006

"Tentative Agreement is EU-US "Open Skies" Talks," *Loyola Consumer Law Review*, 2006

"Seventh Circuit Splits From Sister Circuits Over Telephone Consumer Protection Act," *Loyola Consumer Law Review*, 2006

"Wine Lovers Win Battle, Could Lose War," *Loyola Consumer Law Review*, 2006

Blog Posts

"Wage/Hour Class and Collective Action Against Hospital Dismissed for Failure to Allege Facts Establishing Similarly Situated Class or Common Issues," *Healthcare Employment Counsel*, April 26, 2012

"Settlement Highlights Importance of Considering State Law in Assessing Employment Practices," *Healthcare Employment Counsel*, January 27, 2012