

Bruce J. Sarchet

Shareholder

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Focus Areas

Labor Management Relations
Leaves of Absence and Disability Accommodation
Policies, Procedures and Handbooks
Healthcare
Training - Compliance, Ethics, Leadership
Hospitality
Workplace Policy Institute

Overview

Bruce J. Sarchet has focused his entire legal career on the representation of management in labor and employment law matters and has particular expertise in issues involving:

- Unionized employers
- Violence in the workplace
- Employment discrimination
- Employee leaves of absence

He regularly appears in state and federal courts and before the National Labor Relations Board (NLRB) on matters involving:

- The National Labor Relations Act (NLRA)
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- California's Educational Employment Relations Act
- California's Meyers Miliias Brown Act

With energy, enthusiasm, and intense focus, Bruce provides clients with superior quality work and exceptional client service and has earned a reputation as a hands-on problem solver. He provides consultation and representation to large, medium and small businesses across California in a variety of industries, including food and beverage, healthcare, transportation, technology, and construction. He also represents public sector employers. He crafts practical, real world solutions to workplace problems such as dealing with difficult employees and recognizing and balancing business realities and necessities with the need to minimize exposure to litigation.

For unionized employers, Bruce frequently serves as chief spokesperson in collective bargaining negotiations and provides representation in grievances and arbitration hearings. He also represents employers during union organizing drives and unfair labor practice charges under the National Labor Relations Act.

An animated, effective and entertaining public speaker, Bruce regularly makes presentations to local professional organizations on labor and employment law topics and has also presented numerous in-house training sessions and workshops to management teams at private and public employers. Bruce has published numerous articles for local business journals, providing practical, hands-on labor and employment law advice to small business owners.

From 2005 to 2013, Bruce served on the firm's five-attorney Management Committee, which handles the firm's operations. In this capacity, he oversaw thirteen Littler offices in seven states. Prior to his selection to the Management Committee, he served as the office-managing shareholder for the firm's Sacramento office and served several terms as a member of the firm's Board of Directors.

Bruce is an active member of the following practice groups:

- Food and Beverage Industry
- Traditional Labor Law
- Public Sector
- Labor and Employment Law
- Healthcare Employers
- Equal Employment Opportunity
- Corporate Compliance

He also serves as the California coordinator and liaison for Littler's Workplace Policy Institute (WPI). Bruce focuses on California state legislative and regulatory developments in employment and labor law, as well as municipal ordinances and regulation of the workplace. He assists the employer community in understanding and impacting California legislation before it becomes law.

Prior to attending law school, Bruce was a high school social studies teacher and basketball coach for three years.

Recognition

- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

- Named, The Best Lawyers in America©, 2019

Education

J.D., University of California, Hastings College of the Law, 1985

B.A., University of California, Riverside, 1979

Bar Admissions

California

Publications & Press

California's Newest Laws: It's Shocktober for Employers!

Littler Insight

October 1, 2018

California Countdown 2018: Which Labor and Employment Bills Will the Governor Sign?

Littler Insight

September 4, 2018

New and Already Improved! California Clarifies Its Salary History Ban

Littler Podcast

August 21, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

California Enacts a Privileged Communication Law Regarding Sexual Harassment Claims

Littler ASAP

July 12, 2018

California's Pay History Ban: Common Questions; Practical Suggestions

Littler Podcast

June 19, 2018

July Is the New January: From Salary History to Data Security Breaches, New State and Local Laws Are Set to Take Effect Soon

Littler Insight

June 12, 2018

Don't "Panic": A New Legislative Trend for Hotel Employers?

Littler Podcast

May 24, 2018

The Wild West: A California Legislative Round-Up

Littler Podcast

April 30, 2018

Pending Bills Would Impose Requirements on State Employers

Central Valley Business Journal

April 15, 2018

5 Employee Handbook Issues to Watch in 2018

SHRM Online

January 29, 2018

New Tax Law, and Other Potential Reforms, May Change How Harassment Claims Are Resolved

Littler Podcast

January 23, 2018

Back to the Future: California Employment Bills Likely to Resurface in 2018

Littler Insight

January 4, 2018

5 Employee Handbook Issues to Watch in 2018

SHRM Online

January 2, 2018

Down the Rabbit Hole: Will 2018 Bring Changes to California PAGA Actions? (UPDATE)

Littler Podcast

January 29, 2018

Coming Soon: New Employment Laws

Central Valley Business Journal

December 15, 2017

Political Protests in the Workplace: Can Employees "Take a Knee?"

Central Valley Business Journal

November 28, 2017

Hustling to Hire Seasonal Workers in California? Know the Applicable Laws

SHRM Online

November 22, 2017

California Court Rules PAGA Plaintiffs Need Not Assert Injury, or Employer Knowledge, to Collect Penalties for Paystub Violations; Where Do Employers Go From Here?

Littler Insight

November 16, 2017

As of January 1, Salary History Is Officially History in California

Littler Podcast

November 9, 2017

Return of the Living Dead: Could Unsuccessful California Bills Haunt Employers in 2018?

Littler Insight

October 23, 2017

Service Animals in the Workplace: Do You Have to Let the Dogs In?

Central Valley Business Journal

October 16, 2017

With Governor Brown's Signature, California Employers Face a Gauntlet of New Laws

Littler Insight

October 16, 2017

New California Law Prohibits Salary History Inquiries

Littler ASAP

October 13, 2017

California Countdown: Which Labor & Employment Bills Will the Governor Sign?

Littler ASAP

September 20, 2017

State Bill would Allow Disclosure of Home Care Workers' Private Information

Central Valley Business Journal

September 13, 2017

Scheduling Ordinances: The Next Big Employment Challenge?

Central Valley Business Journal

August 23, 2017

Predictive Scheduling Near Top of 2017 Workplace Trends

Xpert HR

August 21, 2017

Another San Francisco Treat: Mayor Lee Signs Salary History Ban

Littler ASAP

July 20, 2017

Pay Equity at the Local Level: San Francisco Bans Salary History Inquiries

Littler Podcast

July 20, 2017

Endless Summer: California Municipalities Continue to Enact a Variety of Employment Laws

Littler WPI Report

July 10, 2017

Employment Law Goes Local – California Municipalities Regulate the Hiring and Scheduling of Workers

Littler Podcast

June 30, 2017

July Is the New January: Beware of Employment Regulations About to Take Effect

Littler WPI Report

June 27, 2017

California's Fair Pay Laws Continue To Evolve

Littler Podcast

June 13, 2017

Golden State Worriers: California Labor & Employment Bills to Watch

Littler ASAP

June 12, 2017

Immigration Law Compliance: The Basics of I-9 Verification

Central Valley Business Journal

June 5, 2017

Federal Regulations: Reform on the Horizon?

Central Valley Business Journal

April 3, 2017

Gorsuch's Possible Impact on Employers

Central Valley Business Journal

March 14, 2017

Navigating California's Two-tier Minimum Wage

Central Valley Business Journal

February 9, 2017

California Employers Beware: Your Employee May Be A "Private Attorney General"

Littler Podcast

February 1, 2017

Drug Testing Without Taint of Retaliation

Central Valley Business Journal

January 9, 2017

California's New "Two-Tier" Minimum Wage

Littler Podcast

January 5, 2017

How the 2016 Election Could Impact the Workplace

Central Valley Business Journal

December 9, 2016

New Laws for Businesses

Central Valley Business Journal

November 15, 2016

California's New Fair Pay Act: Employer's Compliance Action Plan

Littler Podcast

October 17, 2016

Protecting Your Business's Online Reputation

Central Valley Business Journal

October 5, 2016

"Pokemon Go" in the Workplace

Central Valley Business Journal

September 15, 2016

Wage and Hour Self-Audit: Five Steps Toward California Compliance

Littler Podcast

September 1, 2016

Keeping Workers Safe When it's Hot Outside

Central Valley Business Journal

August 4, 2016

Time to Look at Employee Arbitration Agreements

Central Valley Business Journal

July 21, 2016

California's Recreational Marijuana Initiative

Littler Podcast

June 27, 2016

How a Change in Marijuana Laws Could Affect Your Business

Central Valley Business Journal

June 21, 2016

Navigating New York and California's Recent Wage & Hour Changes

Littler Podcast

April 21, 2016

New Law Requires Businesses to have Anti-discrimination Policies

Central Valley Business Journal

April 8, 2016

How to Deal with Employee Absences

Central Valley Business Journal

March 29, 2016

How to Comply with Fair Pay Act

Central Valley Business Journal

February 19, 2016

Can Workplace Violence be Prevented?

Central Valley Business Journal

January 28, 2016

Why Should I Care – My Business is Non-Union

American Business Magazine

December 17, 2015

Should Your Manager be Paid Overtime?

Central Valley Business Journal

December 10, 2015

Here's What Should be in your Employee Handbook

Central Valley Business Journal

November 17, 2015

How Obama's Executive Orders Affect Federal Contractors

Central Valley Business Journal

October 27, 2015

Legislature considers employment bills

Central Valley Business Journal

September 1, 2015

Social Media Quandary: Who Owns Contacts?

Central Valley Business Journal

August 28, 2015

Asking job applicants about criminal pasts — the do's and don'ts

Central Valley Business Journal

July 21, 2015

What managers should know about paid sick leave

Central Valley Business Journal

July 1, 2015

What managers should know about AB60 driver's licenses

Central Valley Business Journal

June 11, 2015

Follow These Steps to Hire the Best Workers

Central Valley Business Journal

April 11, 2015

Personal cell phones and the company dime

Central Valley Business Journal

March 13, 2015

Why Should Nonunion Companies Care About the NLRB?

Corporate Counsel

March 13, 2015

Is your employee a 'Private Attorney General'?

Central Valley Business Journal

February 12, 2015

What employers should know about sick leave

Central Valley Business Journal

January 15, 2015

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

Grocery union to target Nugget after contracts are signed

Sacramento Business Journal

June 29, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

February 15, 2012

California Appellate Court Rejects Automatic Attorneys' Fees to an Employee who Successfully Defends Against Lawsuit by Employer

Littler Insight

October 24, 2011

California Appellate Court Rejects Automatic Attorneys' Fees to an Employee who Successfully Defends Against Lawsuit by Employer

Littler ASAP

October 20, 2011

Speaking Engagements

California's Newest Laws: It's Shocktober for Employers

October 15, 2018

Workplace Policy Institute State of Play: An Inside Perspective on Labor and Employment Policy in Congress and the Federal Agencies

Littler Executive Employer, Phoenix, AZ

May 3, 2018

Employment Law Update

May 11, 2017

The Wage and Hour Feeding Frenzy: Current Legal Issues in the Food and Beverage Industry

October 25, 2016

Food and Beverage Industry Roundtable

The 2016 Executive Employer[®] Conference, Scottsdale, AZ

May 6, 2016

2016 Employment Law Update

The 2016 Executive Employer[®] Conference, Scottsdale, AZ

May 5, 2016

Employment Law Audit

Riverside Employers Advisory Council

April 13, 2016

The NLRB for Non-union Employers

Cal SHRM Conference

April 12, 2016

Supervisors: Your Most Important Liability

Northern California Human Resources Association/HR West Conference

March 9, 2016

Hiring Employees – An 11 Step Template

San Mateo Employers Advisory Committee

February 24, 2016

Supervisors: Your Most Important Liability
Central Valley Human Resources Association
February 17, 2016

2016 Employment Law Update
Greater Stockton Employer Advisory Council
January 22, 2016

2016 Employment Law Update
San Joaquin Human Resources Association
January 20, 2016

Employment Law Audit
Kern County SHRM
December 2, 2015

Employment Law Update
California Farm Labor Contractors Association
November 12, 2015

NLRB for Non-Union Employers
Marin HR Forum
October 20, 2015

Workplace Bullying and Violence
High Desert Employers Advisory Council
August 13, 2015

2015 Employment Law Update
Littler, Phoenix, AZ
May 7, 2015

California's New Paid Sick Leave Law
Central Valley Human Resources Association
March 18, 2015

The NLRB for Non-Union Employers
HR West Conference - Northern California Human Resources Association
March 4, 2015

Conducting An Employment Law Audit

San Joaquin Human Resources Association
February 11, 2015

Employment Law Update

Greater San Joaquin Employers Advisory Council
January 23, 2015

Effective Hiring Practices

California Farm Labor Contractors Association
January 8, 2015

Conducting an Employment Law Audit

Northern California Human Resources Association, San Francisco, CA
December 12, 2014

Conducting an Employment Law Audit

Northern California Human Resources Association, Santa Clara, CA
December 9, 2014

Employment Law Audits, Hiring, Violence in the Workplace

Desert Communities Employer Advisory Council
October 22, 2014

Effective Hiring Practices

Marin HR Forum
October 21, 2014

Avoiding the “Cat’s Paw” and Conducting Effective Investigations

East Ventura Employer Advisory Council
October 15, 2014

Effective Hiring Practices

Central Coast Human Resources Association
September 11, 2014

Effective Hiring Practices

Kern County Human Resources Association
June 4, 2014

Avoiding the Cat's Paw – Conducting Effective Investigations

Annual Conference - Northern California Human Resources Association, Oakland, CA
April 23, 2013

Avoiding the Cat's Paw – Conducting Effective Investigations

San Joaquin Human Resources Association, Stockton, CA
March 13, 2013

The Life-Cycle of Employee Handbook

California Employer Advisory Council, Stockton, CA
February 15, 2013

5th Annual International Employment Law Update

Littler Mendelson, Washington D.C.
November 8, 2012

Health Care Reform

DeWitt Stearns, Sacramento, CA
October 24, 2012

Employment Law Update

Littler Mendelson, Scottsdale, AZ
May 10, 2012

Health Care Reform

California Hospital Association, Glendale, CA
November 8, 2011

Health Care Reform

California Hospital Association, Sacramento, CA
November 1, 2011

Health Care Reform

Sacramento Metro Chamber of Commerce, Sacramento, CA
October 15, 2011

Health Care Reform

Roseville Chamber of Commerce, Roseville, CA
June 17, 2011

Northern California Employment Law Update

Sacramento, CA

January 20, 2011

Northern California Employment Law Breakfast Briefings

Sacramento, CA

September 29, 2010

2010 Employment Law Update

Sacramento, CA

March 5, 2010

Landmines, Trends and Tools

Sacramento, CA

October 23, 2009

Bruce Sarchet and Matthew Ruggles Speak at the San Joaquin Human Resources Association's Labor Law Conference and Silent Auction

January 11, 2006

Books & Book Chapters

- Workplace Violence, *The National Employer*