

Craig G. Staub

Shareholder

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Focus Areas

Litigation and Trials
Leaves of Absence and Disability Accommodation
Discrimination and Harassment
Wage and Hour

Overview

A skillful litigator with decades of experience, Craig Staub adeptly navigates the workplace challenges of his clients. His solutions-oriented approach has resulted in numerous trial and arbitration victories as well as summary judgments for companies in the retail, transportation, financial services, manufacturing, IT and security industries, among others.

Craig partners with clients by learning about their priorities and objectives and then devising strategies that achieve results. He has worked with many of his clients for a decade or more.

In addition to his successful litigation practice, Craig regularly advises and counsels clients on a wide range of matters, including day-to-day employer-employee relations, compliance issues, employment best practices, wage and hour laws, leaves of absence, disability and accommodation issues — as well as overall litigation avoidance. He regularly provides mandatory California AB 1825 sexual harassment training.

Examples of Craig's successful representations on behalf of clients include the following:

- Achieved a complete defense verdict in eight-day Los Angeles Superior Court jury trial on behalf of major information technology company that was sued by a sales representative who asserted that he had been terminated because he complained of sexual harassment by his female supervisor. Plaintiff's lowest demand was in excess of \$2 million.

- Secured 12-0 defense verdict in six-day Los Angeles Superior Court jury trial for global airline company that faced claims of disability discrimination by a ramp serviceman at Los Angeles airport who sustained a serious workplace injury. Plaintiff sought position for which he lacked seniority under the union's collective bargaining agreement and damages of at least \$300,000.
- Obtained complete defense verdict in seven-day Los Angeles Superior Court jury trial for national retailer in discrimination, harassment, and retaliation lawsuit by sales representative.
- Successfully defended the legality of a nationwide security company's on-duty meal period and rest break agreements in multiple matters as part of a California mass arbitration proceeding. The case involved plaintiffs – both union and nonunion security guards – who worked at hospitals, food manufacturing facilities, country clubs, and other locations in California.
- Won summary judgment for major food-production company in claims of race and age discrimination by woman who was terminated for violating the attendance policy and was demanding at least \$1 million. Client was forced to admit that its attendance policy was misapplied and plaintiff's absences were protected under Family and Medical Leave Act. However, federal judge agreed with defense argument that the decision to terminate was not motivated by race or age.
- Received defense award as lead counsel in four-day arbitration involving former sales manager who alleged discrimination, harassment and retaliation against large insurance company. Also won defense award in three-day arbitration over allegations of race discrimination, harassment and retaliation by former sales associate.
- Defeated class certification in lawsuit alleging various labor code violations – including compensation for computer boot-up time – against online banking and credit card company. Potential class number would have been more than 500 individuals.
- Obtained summary judgment on behalf of global aerospace and defense technology company that was sued by a former materials handler who claimed that his employer revoked his security clearance for pre-textual and retaliatory reasons. He alleged claims of discrimination and retaliation after he was terminated for losing his security clearance.

In addition, Craig has successfully represented clients in numerous proceedings and administrative trials before the Equal Employment Opportunity Commission, the California Division of Labor Standards Enforcement and the California Department of Fair Employment and Housing.

While attending the University of California at Berkeley, Craig competed as a Division I track and field athlete in the pole vault.

Professional and Community Affiliations

- Member, American Bar Association

Education

J.D., Pepperdine University School of Law, 1994

B.S./M.S., University of California, Berkeley, 1991

Bar Admissions

California

Courts

U.S. District Court, Central District of California

U.S. District Court, Northern District of California

U.S. District Court, Southern District of California