



Daniel L. Gonzalez

Shareholder

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Focus Areas

Arbitration
Appellate
Class Actions
Discrimination and Harassment
Training - Compliance, Ethics, Leadership

Overview

Daniel L. Gonzalez represents and counsels management clients in connection with all types of labor and employment matters arising under federal and state law. He regularly represents employers in state and federal courts and first chairs litigation before the California Office of Administrative Hearings, Labor Commission, Department of Industrial Relations, Employment Development Department, and Workers Compensation Appeals Board. He has defended employers against individual and class-wide claims of:

- California wage and hour laws and regulations
- Discrimination
- Harassment
- Wrongful termination
- Retaliation

As a native Spanish speaker, Daniel has used his Spanish-fluency to the advantage of his clients to obtain key testimony from Spanish-speaking employees to defeat claims at the dispositive motion or class certification stage of litigation.

In addition to his strong litigation experience, Daniel has extensive experience in advising employers on all aspects of the employer-employee relationship. Through compliance analysis, he identifies problem issues before they arise and assists employers in developing workplace policies and procedures to help them avoid litigation. To this end, he

regularly conducts client training in anti-harassment, discrimination and retaliation for both English and Spanish speaking workforces.

Daniel counsels school districts in compliance with the Individuals with Disabilities Education Act (IDEA), advising them on providing educational services to a special needs population. He also represents school districts in litigation under the IDEA.

Daniel is a member of Littler's Spanish Services Group and Class Action Practice and Wage and Hour Practice groups.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Beverly Hills Bar Association

Education

J.D., University of Southern California Gould School of Law, 2002

M.A., Harvard University, 1998

B.A., University of California, Riverside, 1997

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Languages

Spanish

Publications & Press

Littler Elevates 24 Attorneys

Littler Press Release

January 3, 2017

Speaking Engagements

Marijuana and Prescription Drug Issues in the Workplace

Business Management Daily webinar

June 28, 2018

Southern California Legal Update - Los Angeles

Los Angeles, CA

November 14, 2017

Law and School Violence

3rd Annual Institutes of Higher Education Threat Assessment Training – The Federal Bureau of Investigation Los Angeles Field Office and Golden West College, Huntington Beach, CA

July 15, 2013