



## Michael Gregg

Shareholder

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## Overview

Michael Gregg delivers strategic advice and counsel to employers on a broad range of matters arising under state and federal laws such as employee discipline, termination, leaves and accommodation, wage and hour practices, trade secrets, privacy, reductions in force and employee classifications.

He also defends employers in state and federal courts and before governmental agencies. Examples of cases he has handled consist of:

- Discrimination
- Employment-related torts
- Wage and hour claims
- Employee benefits
- Wrongful termination
- Harassment
- Retaliation
- Leaves of absence
- Accommodating disabilities
- Trade secrets
- Labor arbitrations

He also represents unionized and public sector employers in labor relations matters, including arbitrations and administrative hearings.

## Selected Matters

- Obtained a complete dismissal of all claims against a national sports team in a case alleging claims for race, national origin, and age discrimination; retaliation; failure to prevent discrimination, harassment, and retaliation; violation of the

Tom Bane Civil Rights Act; declaratory relief; fraudulent inducement; and negligent misrepresentation. Drafted appellate brief and argued the case before the California Court of Appeal, Second Appellate District, which resulted in the Court of Appeal affirming the judgment and award of over \$125,000 in attorneys' fees and costs in favor of the client.

- Represented a commercial company in a wage and hour class action alleging claims for failure to pay wages, unlawful deductions, failure to provide rest periods and meal periods, failure to provide accurate itemized wage statements and failure to compensate for travel time, among other claims. Michael's work resulted in the trial court denying class certification. He also drafted the appellate brief, which resulted in the California Court of Appeal, affirming the trial court's denial of class certification.

- Served as second chair in a jury trial that resulted in a defense verdict on all but one claim in a case alleging disability discrimination, failure to prevent discrimination, retaliation, failure to engage in the interactive process and wrongful termination. New trial granted on one inconsistent jury verdict.

## Professional and Community Affiliations

- President, Executive Committee, Orange County Bar Association
- Co-Founding Member, Former President, Thurgood Marshall Bar Association
- Member, International Association of Privacy Professionals
- Accredited, Certified Information Privacy Professional/United States
- Member, National Bar Association
- Board of Directors, Nu Tau Lambda Community Service Corporation

## Education

J.D., University of Southern California Gould School of Law, 1999

B.A., University of Southern California, 1995

## Bar Admissions

California

## Publications & Press

### California District Court Refuses to Enjoin Hazard Pay Ordinance

*Little Insight*

March 10, 2021

### California Begins the Process of Reopening for Business

*Orange County Lawyer*

July 1, 2020

**Little Names New Leadership to Its Affinity Groups and Diversity & Inclusion Council**

*Little Press Release*

February 14, 2019

**California's Consumer Privacy Act of 2018: Why Its Ambiguities May Leave Businesses in a Quandary**

*The Computer and Internet Lawyer*

Volume 36, Number 2, February 2019

**California's Consumer Privacy Act of 2018: Why Its Ambiguities May Leave Businesses in a Quandary**

*Orange County Lawyer*

Vol. 60, Number 10, October 2018

**Domestic Violence and Professional Sports: Training Could Help Teams Stay Ahead of the Game**

*Sports Litigation Alert*

September 2, 2016

**Bullying in professional sports: Adapting to an evolving legal landscape and mitigating risk**

*LawInSport*

February 3, 2014

**A New Era: Understanding the Legal Rights of Homosexual Players In Professional Sports**

*Westlaw Journal Entertainment Industry*

October 1, 2013

**Ninth Circuit Holds that Employers Are Entitled to Individualized Damages and Affirmative Defense Determinations in Wage and Hour Class Actions**

*Little Insight*

March 13, 2013

**9th Circ. Take On Dukes' Scope Raises Bar For Wage Classes**

*Law360.com*

March 5, 2013

**Is Affirmative Action Out of Date?**

*Orange County Lawyer*

February 1, 2013

**Opinion: Independent Contractors Under Fire**

*Transport Topics*

September 3, 2012

**"Pumped" about HGH Testing? Careful, It May Violate the ADA**

*Entertainment & Sports Lawyer*

April 1, 2012

**Transportation Companies Must Plan for and Implement Changes for 2013 to Comply with New Hours of Service Rules**

*Littler Insight*

February 1, 2012

**No Mandated Meals If Work Is On Wheels**

*Law360.com*

December 23, 2011

**Motor Carrier Not Subject to State Meal and Rest Break Law**

*Littler ASAP*

November 11, 2011

**Federal District Court Holds Motor Carriers Are Not Subject to California's Meal and Rest Break Laws**

*Littler Insight*

November 11, 2011

**Employers that Operate a Mixed Fleet of Vehicles May Lose the Motor Carrier Overtime Exemption**

*Littler Insight*

September 8, 2011

**Employers That Operate A Mixed Fleet Of Vehicles May Lose The Motor Carrier Overtime Exemption**

*Littler ASAP*

September 7, 2011

**California Court of Appeal Holds That Insurance Adjusters Are Exempt-Thereby Limiting The Decision In Bell v. Farmers Insurance Exchange**

*Littler ASAP*

March 3, 2011

**Case Study: Wang V. Chinese Daily News**

*Law360.com*

November 10, 2010

**Ninth Circuit Decision on a Mixture of Class Action Issues May Make Federal Courts a More Attractive Forum For Plaintiffs**

*Littler Insight*

October 7, 2010

**A County's Failure to Define "Grade or Class of Positions" May Undermine Ability to Meet Retirement Funding Obligations**

*Littler Insight*

July 30, 2010

**Individual Liability for Wage Violations Expands**

*Orange County Business Journal*

March 16, 2009

**EU's Highest Court Rules Speech Constitutes Employment Discrimination**

*Littler Insight*

July 29, 2008

**Connect Proposition 209 Dots to Secure Government Funds**

*Los Angeles Daily Journal*

July 8, 2005

**Keep It Simple (at-will employment in California)**

*Los Angeles Daily Journal*

August 30, 2004

## **Speaking Engagements**

**New Employment and Labor Laws for 2016 - Irvine**

Irvine, CA

January 21, 2016

**New Employment and Labor Laws for 2015**

Irvine, CA

January 27, 2015

**Getting it Right in the Golden State — Practical Thoughts for Complying with California's New Pregnancy Disability Leave and Disability Discrimination Regulations**

Irvine, CA

June 6, 2013

**HIPAA Overview**

Lorman Education Services, Santa Ana, CA

April 17, 2013

**Employment Law Update**

Joint Winter Meeting - SoCal CUPA-HR and Southern California HERC, Costa Mesa, CA  
February 1, 2013

**Littler's Labor & Employment Law Breakfast Series, Employment and Labor Laws Update**

Los Angeles, CA  
January 16, 2013

**Labor and Employment Law Update**

San Diego, CA  
January 15, 2013

**Labor and Employment Law Update**

Irvine, CA  
January 10, 2013

**Employment Law Update**

Irvine, CA  
October 19, 2012

**Leave Me Alone**

Irvine, CA  
September 28, 2012

**Full Brake Ahead? Navigating the FSLA Motor Carrier Exemption**

Winter Membership and Board Meeting - National Tank Truck Carriers (NTTC), Key Largo, FL  
February 16, 2012

**2012 Southern California Legal Update**

Irvine, CA  
January 19, 2012