



Richard A. Leasia

Shareholder

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Focus Areas

Labor Management Relations

Wage and Hour

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Legislative and Regulatory Practice

Overview

Richard A. Leasia is experienced in a myriad of labor and employment law matters. He handles federal and state court litigation at the administrative, trial and appellate levels under various labor and employment laws and regulations, including:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The National Labor Relations Act
- The Fair Employment and Housing Act
- The Fair Labor Standards Act
- The Labor-Management Relations Act
- Labor-Management Reporting and Disclosure Act
- The Taft-Hartley Act
- The California Prevailing Wage Law
- The Davis-Bacon Act
- The California Labor Code
- California Industrial Wage Commission Orders

- The California Fair Employment and Housing Act

Richard regularly appears in state and federal courts and before the Equal Employment Opportunity Commission, the Department of Labor, the National Labor Relations Board, the California Labor Commissioner, the California Department of Industrial Relations, the California Department of Fair Employment and Housing and the California Occupational Safety and Health Administration, as well as in private arbitration forums. He has extensive knowledge of federal and state laws regarding:

- Civil rights
- Wage and hour
- Prevailing wage
- Family and other leave
- Occupational safety and health
- Plant closings
- Privacy
- Employee benefit continuation
- Unfair competition
- Common law "wrongful termination"
- Attempts to influence or interfere with private sector union-management relations

In addition to representing employers in litigation, Richard regularly provides guidance and counsel to clients seeking to understand and comply with legal requirements. He helps to create materials designed to protect employers and ensure compliance with labor protective legislation and judicial decisions by drafting and reviewing employment agreements, bonus and commission plans, and handbooks and policies.

Richard also represents employers in collective bargaining and other negotiations with labor organizations, state and federal agencies, and with individual employees and their representatives. He provides counsel to employers resisting union organizing and offers representation in union grievance and arbitration proceedings.

Richard works with the following types of clients:

- Construction contractors
- Real estate developers
- Apartment owners
- Sports arenas
- Amusement parks
- Software manufacturers and distributors
- Country clubs
- Research foundations
- Professional colleges
- Assisted living chains

- Health care providers

Professional and Community Affiliations

- Member, Labor and Employment Law Section, State Bar of California
- Member, Labor and Employment Law and Litigation sections, American Bar Association
- Member, Labor and Employment Law Section, Santa Clara County Bar Association

Recognition

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

Education

J.D., Santa Clara University School of Law, 1976, *With Honors*

M.A., University of Michigan, 1973

B.A., University of Michigan, 1972

Bar Admissions

California

Michigan

Publications & Press

California Supreme Court Expands the Reach of the California Prevailing Wage Law

Littler Insight

April 12, 2021

An Early Holiday Boost to Low-Wage Silicon Valley Workers?: San José Passes “Opportunity to Work” Ordinance and Accelerates The City’s Minimum Wage Increase

Littler Insight

December 8, 2016

California Supreme Court Rules That State’s Prevailing Wage Law Is Not Quite So Prevailing: Charter Cities Need Not Require Prevailing Wages on Publicly Funded Municipal Construction Projects

Littler Insight

July 12, 2012

Former Littler Mendelson Shareholder Rejoins The Firm: Littler’s San Jose Office Welcomes Back Richard Leasia

Littler Press Release

August 9, 2007

Speaking Engagements

Stranger Things: New Developments in California Prevailing Wage Law for 2018

50 West San Fernando Street, 7th Floor San Jose, CA 95113

April 17, 2018

New Developments in California Prevailing Wage Law for 2017

San Jose, CA

March 30, 2017

2017 Bay Area Breakfast Briefing - Mountain View

San Francisco, CA

January 18, 2017

Weathering the Storm: California Prevailing Wage Law Compliance in 2015

Irvine, CA

April 2, 2015

Weathering the Storm: California Prevailing Wage Law Compliance in 2015

San Jose, CA

April 1, 2015

Weathering the Storm: California Prevailing Wage Law Compliance in 2015

San Jose, CA

March 24, 2015

New Employment and Labor Laws for 2015

San Jose, CA

January 29, 2015

The California Prevailing Wage Law in 2014: The Rules of the Game Have Changed (Again)

San Diego, CA

April 23, 2014

The California Prevailing Wage Law in 2014: The Rules of the Game Have Changed (Again)

Walnut Creek, CA

April 9, 2014

The California Prevailing Wage Law in 2014: The Rules of the Game Have Changed (Again)

San Jose, CA

April 8, 2014

Implications of Healthcare Reform for Your Business

San Jose, CA

December 5, 2012

California Prevailing Wage Law

Walnut Creek, CA

May 23, 2012

California Prevailing Wage Law

San Jose, CA

May 22, 2012

Silicon Valley Employment Law Update

San Jose, CA

December 8, 2010

Landmines, Trends and Tools

San Jose, CA

October 21, 2009

The "ICE" Man Cometh: An Overview of the DHS "Safe Harbor" Procedures and How to Deal With Social Security Mismatch Letters

Seaside, CA

September 25, 2007