



Robert F. Millman

Shareholder

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Focus Areas

Training - Compliance, Ethics, Leadership
Labor Management Relations
Healthcare
Class Actions
Alternative Dispute Resolution
Discrimination and Harassment
Emerging Technologies and Venture Capital

Overview

For over 45 years, Robert Millman has represented employers in proceedings and unfair labor practices before the National Labor Relations Board and in employment discrimination and wrongful termination litigation, including complex class actions. He also represents clients in arbitration and mediation, and in collective bargaining negotiations in both the public and private sector.

Robert also practices before the Department of Labor, the California Department of Fair Employment and Housing, and the California Division of Labor Standards Enforcement. He has significant experience with claims arising under:

- Title VII of the Civil Rights Act
- The National Labor Relations Act
- The Fair Labor Standards Act
- The California Fair Employment and Housing Act
- The California Labor Code

Robert offers compliance counseling and provides his clients with employment law training. He also helps management develop employment law problem prevention modules and policies, and provides transactional

employment advice designed to prevent litigation. Most often, Robert works with clients in the healthcare, hospitality, retail, and transportation industries.

Robert frequently speaks throughout the country on contemporary labor and employment law topics. He is interviewed regularly on radio and television, and has been published in, and interviewed for major national trade publications. His views and opinions are valued by senior management and employee relations professionals throughout the country.

Robert is frequently recognized for his contributions to the profession, with repeat appearances on many lists of prominent lawyers and Who's Who. He has been named to the Top 100 Attorneys in California by the *Los Angeles Daily Journal* and *San Francisco Daily Journal* several times, and has been recognized as one of the Top 25 Management Attorneys in the United States by the *National Law Journal*.

The founder of the firm's Los Angeles offices, Robert is a former chairman of Littler Mendelson's Board of Directors. He joined as the firm's 18th lawyer and has been an essential and integral part of the growth, development, and success of Littler for over four decades.

Recognition

- Awarded, AV® Preeminent Peer Review Rating, *Martindale-Hubbell*
- Named, The Best Lawyers in America®, 2011-2022
- Named, Top Labor & Employment Lawyers, *Daily Journal*, 2016-2021
- Named, America's Leading Lawyers for Business, *Chambers USA*, 2015-2020
- Named, Recommended Lawyer, Labor Management Relations, *Legal 500 United States*, 2016
- Fellow, *The College of Labor and Employment Lawyers, Inc.*
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020

Education

J.D., Cornell University Law School, 1974

B.A., University of Wisconsin, 1971, *Phi Beta Kappa*

Bar Admissions

California

District of Columbia

Courts

U.S. Supreme Court
U.S. Court of Appeals, 4th Circuit
U.S. Court of Appeals, 8th Circuit
U.S. Court of Appeals, 9th Circuit
U.S. Court of Appeals, 10th Circuit
U.S. Court of Appeals, District of Columbia

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Forcing unionized workers to get vaccine is complicated

Daily Journal

August 9, 2021

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Daily Journal

June 30, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Littler Attorneys Recognized by BTI Consulting and Lawdragon

Littler Press Release

December 15, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Ranked in 2019 Chambers USA Guide

Littler Press Release

April 25, 2019

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

Littler Press Release

August 15, 2018

Government Rescinds Disclosure Rule on Attorneys' Advice to Employers on Unions

Daily Journal

July 18, 2018

Public Unions Can't Force Nonmembers to Pay, U.S. Supreme Court Rules

Daily Journal

June 28, 2018

College of Labor and Employment Lawyers Elects Three Littler Attorneys as Fellows

Littler Press Release

June 22, 2018

Littler Attorneys Named in 2018 Who's Who Legal Labour, Employment & Benefits Guide

Littler Press Release

June 5, 2018

Littler Ranked in 2018 Chambers USA Guide

Littler Press Release

May 15, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler and Its Attorneys Receive Top Rankings in 2017 Chambers USA Guide

Littler Press Release

May 26, 2017

Rainmaker Q&A: Littler Mendelson's Robert Millman

Law360

September 30, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Littler Ranks in The Legal 500 United States Guide

Littler Press Release

June 20, 2016

Chambers USA Recognizes Littler and Attorneys in 2016 Guide

Littler Press Release

May 27, 2016

Port Drivers Win Millions in Back Pay From Trucking Firm

Los Angeles Times

December 22, 2015

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

NLRB Rules Translate into Quicker Workplace Union Elections

Daily Journal

July 7, 2015

Unions nervous about U.S. Supreme Court review of dues case

Daily Journal

July 1, 2015

Robert F. Millman

Daily Journal

June 3, 2015

Chambers USA Recognizes Littler and Its Attorneys

Littler Press Release

May 20, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Pact ends hospital-union duel

Daily Journal

May 7, 2014

Littler Named Law Firm of the Year for Labor and Employment by Who's Who Legal

Littler Press Release

April 2, 2014

NLRB proposed rules will permit 'ambush' union elections

Daily Journal

February 20, 2014

Unions push initiatives in hospital association battle

Daily Journal

January 27, 2014

Low-wage workers get advocates

Daily Journal

December 26, 2013

State of Labor

Studio 11 LA (FOX)

September 6, 2013

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Littler Named Management, Labour and Employment Firm of the Year by Who's Who Legal

Littler Press Release

June 24, 2013

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

Littler Report

February 21, 2013

Ports face labor discord

Los Angeles Times

February 9, 2013

Trucking Firm In Union Drive

Los Angeles Business Journal

January 14, 2013

Why did Twinkies' shelf-life suddenly expire (or did it)?

Daily Journal

December 11, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

Robert F. Millman

Daily Journal

July 18, 2012

Fix Pensions or Bust

Fox News 11

July 2, 2012

The Department of Labor's Proposed Persuader Regulations and the Drastic Impact They Would Have on Employers

39th Semi-Annual Labor Activity in Health Care Report

June 30, 2012

The Pension Pot Boils

Fox News 11

June 25, 2012

A Supreme Court Union Blow

Fox News 11

June 22, 2012

Littler Named World's Leading Law Firm for Management Labor and Employment Work

Littler Press Release

June 12, 2012

Ports Access Still Drives Teamsters

Los Angeles Business Journal

December 12, 2011

Management lawyers fret new disclosure rule

Los Angeles and San Francisco Daily Journal

October 18, 2011

Best Lawyers in America® Names 108 Littler Lawyers to 2012 Edition

Littler Press Release

September 12, 2011

Littler's Garry Mathiason and Robert Millman Named Among Top Labor Lawyers In California

Littler Press Release

July 15, 2011

Littler's Robert Millman Named Among Top 100 California Lawyers by Los Angeles and San Francisco Daily Journals

Littler Press Release

September 30, 2010

Robert Millman Recognized as Top 100 California Attorney in 2010 by Daily Journal

Daily Journal

September 29, 2010

Seventy-Two Littler Attorneys Named to The Best Lawyers in America® 2011

Littler Press Release

August 9, 2010

Kevin Lilly, Garry Mathiason, and Robert Millman Recognized as Top Labor and Employment Attorneys by Daily Journal

Daily Journal

August 5, 2010

Littler's Robert Millman Named Among Top 100 CA Lawyers by Los Angeles & San Francisco Daily Journals

Littler Press Release

September 22, 2009

Littler Mendelson's Robert Millman Named Among Top Five Labor Lawyers in California by Los Angeles and San Francisco Daily Journals

Littler Press Release

July 27, 2009

Robert Millman Named One of Los Angeles' Top Attorneys in Annual "Who's Who in Law" List

Los Angeles Business Journal

August 1, 2007

Bob Millman Discusses Immigration Reform

Los Angeles Business Journal

November 13, 2006

Bob Millman Discusses Aggressive Union Tactics

The National Law Journal

November 10, 2006

Bob Millman Considers "Unite Here's" Corporate Campaigns

Los Angeles Daily Journal

July 26, 2006

Bob Millman Comments on Private Disputes Resolutions for Class-Certifications

Los Angeles Daily Journal

June 2, 2006