



## Robert S. Blumberg

Shareholder

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## Focus Areas

Discrimination and Harassment  
Leaves of Absence and Disability Accommodation  
Wage and Hour  
Class Action  
Background Checks

## Overview

Robert S. Blumberg represents and advises employers in a wide variety of labor, employment and business law matters, including in the following types of litigation:

- Wrongful discharge
- Discrimination
- Harassment suits
- Retaliation
- Wage and hour class actions
- Unfair competition and misappropriation of trade secrets

Robert spends the majority of his time litigating matters in state and federal courts and before various administrative agencies. He has been lead counsel in both jury and bench trials and has filed briefs and appeared before the California and U.S. Courts of Appeal. He has been the lead attorney on numerous litigation matters, including class actions cases involving claims of wage and hour violations and discrimination.

A substantial portion of Robert's practice is devoted to advising employers in the day-to-day issues of managing employee relations and discipline, background checks, and wage and hour matters. His advice practice is focused on helping employers manage potential litigation risks, so they can focus on managing their business.

Robert joined Littler more than 25 years ago. He served as the managing shareholder of the Los Angeles offices from August 2007 until December 2017, leading more than ninety attorneys and their support staff to provide the best possible representation for the firm's clients. Robert also served two terms as a member of the firm's Board of Directors.

Prior to joining Littler, Robert served as a judicial extern for the Hon. George King, U.S. District Court for the Central District of California. He was also an extern for the U.S. Attorney's Office in the Southern District of New York and a legislative intern for Senator Pete Wilson.

## Recognition

- Named, The Best Lawyers in America®, 2017-2024

## Education

J.D., New York University School of Law, 1992, *cum laude*

B.A., University of California, Los Angeles, 1989, *cum laude*, *College of Honors*

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

## Publications & Press

**California Supreme Court Rules that Trial Courts Lack Inherent Authority to Strike PAGA Claims on Manageability Grounds**

*Littler Insight*

January 22, 2024

**It's Wild Wild West (Hollywood): Minimum Wage (to the Max), Paid (and Unpaid) Leave . . . and Service Charges**

*Littler Insight*

November 18, 2021

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

*Littler Press Release*

August 19, 2021

**Los Angeles Mayor Revises Existing, and Issues New, Order Requiring Paid Sick Leave for Absences Related to COVID-19 Vaccines**

*Littler Insight*

June 28, 2021

**California Enacts (Retroactive) 2021 Emergency Supplemental Paid Sick Leave Law**

*Littler Insight*

March 22, 2021

**California Supreme Court Demands Strict Meal Period Compliance and Prohibits Rounding for Meal Periods**

*Littler Insight*

March 2, 2021

**Emergency Paid Sick Leave Changes in Sonoma County, San Francisco, and the City of Los Angeles**

*Littler ASAP*

February 12, 2021

**Santa Rosa, California Extends and Amends its Emergency Paid Sick Leave Ordinance**

*Littler ASAP*

February 4, 2021

**California Counties of Los Angeles and Sonoma Vote on Extending, Expanding Supplemental Paid Sick Leave Ordinances**

*Littler ASAP*

January 28, 2021

**Will California Employers Ring in the New Year with Emergency Paid Sick Leave Laws?**

*Littler Insight*

December 21, 2020

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

*Littler Press Release*

August 20, 2020

**COVID-19 Supplemental Paid Sick Leave Docks in Long Beach, California**

*Littler ASAP*

May 20, 2020

**Los Angeles, California Adopts Rules to Implement Supplemental Paid Sick Leave Order**

*Littler ASAP*

April 13, 2020

**The L.A. Story of Supplemental Paid Sick Leave**

*Littler ASAP*

April 9, 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

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

*Littler Press Release*

August 15, 2018

**Two Littler Attorneys Named BTI "Client Service All-Stars"**

*Littler Press Release*

March 29, 2018

**Littler Names Three New Office Managing Shareholders**

*Littler Press Release*

January 10, 2018

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

*Littler Press Release*

August 17, 2017

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

*Littler Press Release*

August 16, 2016

**City of Los Angeles Doubles Employees' Sick Leave Entitlement Effective July 1, 2016**

*Littler Insight*

June 14, 2016

**Santa Monica Jumps on the Minimum Wage and Sick Leave Bandwagon**

*Littler Insight*

February 18, 2016

**Littler Elects Five New Members to its Board of Directors**

*Littler Press Release*

January 26, 2015

**Vetting job candidates on social media? Beware the risk**

*CGMA Magazine*

October 15, 2014

**No Reinstatement Under CFRA for Employee Unable to Return to Work Within 12 Weeks**

*Littler Insight*

August 23, 2011

**On the Job Front**

*Court Watch*

August 5, 2008

**Background Screening and Investigations**

*Chapter 4, Legal Issues In Background Checks*

2007

**For The California Supreme Court, Predispute Contractual Waiver of Right to Jury Trial Are Not Enforceable in Civil Actions Under California Law**

*Littler Insight*

August 2, 2005

**New Instructions for Juries Fall Short of Being Complete**

*Los Angeles Daily Journal*

December 1, 2003

**The Customer is Not Always Right: California's Legislature Imposes Liability Based Upon Customer Harassment**

*Littler Insight*

October 20, 2003

**Careful Background Checks Limit firms' Liability**

*Los Angeles Daily Journal*

September 26, 2003

## Speaking Engagements

### **Paid Sick Leave in the Time of COVID-19 (and now, Monkeypox!)**

2022 California Virtual Regional Employer Conference

November 2, 2022

### **2020 Virtual California Employer**

November 19, 2020

### **Southern California Legal Update Series - Westlake Village**

Hyatt Regency Westlake 880 South Westlake Boulevard Westlake Village, CA 91361

February 25, 2020

### **Southern California Legal Update Series - Westlake Village**

Hyatt Regency Westlake 880 South Westlake Boulevard Westlake Village, CA

February 12, 2019

### **Southern California Legal Update - Westlake Village**

Los Angeles, CA

November 16, 2017

### **Southern California Breakfast Briefing - Westlake Village**

Hyatt Regency Westlake 880 S. Westlake Boulevard Westlake Village, CA 91361

February 22, 2017

### **New Employment and Labor Laws for 2016 - Thousand Oaks**

Los Angeles, CA

January 28, 2016

### **CFO Essentials: HR Legal Issues**

National CFO Conference - American Institute of CPAs (AICPA), Denver, CO

May 13, 2015

### **Do you know who you're hiring? The do's and don'ts of background checks**

Professionals in Human Resources Association (PIHRA), Woodland Hills Chapter

March 5, 2015

### **New Employment and Labor Laws for 2015**

Los Angeles, CA

January 30, 2015

**Global Legal Hot Topics for CFOs - Trends That Are Scaring Attorneys**

National CFO Conference - American Institute of CPAs (AICPA)

May 9, 2014

**Littler's Labor & Employment Law Breakfast Series, New Employment and Labor Laws for 2014**

Los Angeles, CA

February 13, 2014

**Hot Topics in HR and How they Impact the Balance Sheet**

National CFO Conference - American Institute of CPAs (AICPA)

May 17, 2013

**The Employee from Hell**

Los Angeles, CA

September 13, 2011

**Progressive Healthcare Conferences: Blackberry & Smartphone Policies in Healthcare**

August 19, 2010 and April 20, 2011