



Ryan L. Eddings

Office Managing Shareholder

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Focus Areas

Labor Management Relations

Discrimination and Harassment

Unfair Competition and Trade Secrets

Class Action

Wage and Hour

Overview

Ryan L. Eddings represents management in all aspects of labor and employment law, including:.

- Collective bargaining
- Labor arbitrations
- Agricultural Labor Relations Board proceedings
- Harassment, discrimination, and retaliation
- Wrongful termination
- Wage and hour issues

Representing private-sector employers of all sizes, Ryan defends management against claims involving:

- Unfair competition
- Breach of contract
- Title VII of the Civil Rights Act
- The National Labor Relations Act
- The California Agricultural Labor Relations Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Employment and Housing Act

- The California Labor Code

Ryan regularly appears in California federal and state courts, as well as before the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, the Division of Labor Standards Enforcement, and the Workers' Compensation Appeals Board.

Additionally, Ryan devotes a substantial amount of his practice to advising clients in all aspects of the employment relationship, including:

- Hiring
- Terminations
- Workplace violence
- Reductions-in-force
- Disability and leave issues
- Non-compete and non-solicitation agreements
- Employment policies, handbooks and contracts

Professional and Community Affiliations

- Member, American Bar Association
- Member, Illinois State Bar Association
- Member, Fresno County Bar Association
- Member, Fresno County Young Lawyers Association
- Member, Board of Directors, Fresno County Young Lawyers Association
- Former Vice Chair, Litigation Section, Young Lawyers Division, American Bar Association

Recognition

- Named, The Best Lawyers in America®, 2018-2023

Education

J.D., Loyola University Chicago School of Law, 2006

B.A., University of California, Berkeley, 2002

Bar Admissions

California

Illinois

Courts

U.S. Court of Appeals, 9th Circuit
U.S. District Court, Northern District of California
U.S. District Court, Eastern District of California
U.S. District Court, Central District of California
U.S. District Court, Northern District of Illinois

Publications & Press

Littler Appoints Three New Leaders as Office Managing Shareholders

Littler Press Release

February 1, 2023

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

Littler Press Release

August 19, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

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

Littler Press Release

August 20, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Littler Report

March 5, 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

Annual Report on EEOC Developments – Fiscal Year 2018

Littler Report

January 28, 2019

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

Littler Press Release

August 15, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Littler Report

February 27, 2018

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

Littler Press Release

August 17, 2017

Annual Report on EEOC Developments – Fiscal Year 2016

Littler Report

February 27, 2017

Annual Report on EEOC Developments – Fiscal Year 2015

Littler Report

January 12, 2016

Littler Elevates 15 Attorneys to Shareholder

Littler Press Release

January 4, 2016

California Healthcare Employee Not Required to Exhaust Her Administrative Remedies Before Filing a Whistleblower Claim

Littler ASAP

February 12, 2015

Annual Report on EEOC Developments - Fiscal Year 2014

Littler Report

January 5, 2015

California Hospital Ordered to Pay Union's Negotiating Costs

Littler ASAP

September 17, 2014

Annual Report on EEOC Developments - Fiscal Year 2013

Littler Report

January 22, 2014

Minnesota Bill Would Require Immediate Suspension for Nurses Failing a State Diversion Program

Littler ASAP

January 17, 2014

Hospital to Pay \$3.5 Million to Settle Nurses' Meal Period Class Action

Society for Human Resource Management (SHRM)

August 7, 2013

Wisconsin Hospital to Pay \$3.5 Million to Settle Nurses' Meal Period Class Action

Little ASAP

August 6, 2013

SEIU's Robo-Calls to Hospital CEO Not Prohibited by the Telephone Consumer Protection Act, Sixth Circuit Holds

Little ASAP

February 26, 2013

Annual Report on EEOC Developments – Fiscal Year 2012

Little Report

January 8, 2013

California Court Holds Physician Asserting Whistleblower Claims Not Required to Seek Judicial Review of Decision Terminating Privileges Before Suing Hospital

Little ASAP

September 13, 2012

Further Clarifying Calif. Wage Law In Cash V. Winn

Law360.com

June 22, 2012

California Court Rejects Health Task Exception to Personal Attendant Exemption from Overtime

Little ASAP

May 24, 2012

Wage/Hour Class and Collective Action Against Hospital Dismissed for Failure to Allege Facts Establishing Similarly Situated Class or Common Issues

Little ASAP

April 26, 2012

\$2 Million Settlement in Race Discrimination Class Action Against Hospital by Job Applicants

Little ASAP

January 27, 2012

California Federal Court Finds Employers May Deduct Outstanding Credit Card Balances From an Employee's Final Pay

Little ASAP

August 5, 2011

Trolls and Titans Take Fight to Top Court

Loyola Consumer Law Review

2006

Court Ruling May End Free Online Music Party

Loyola Consumer Law Review

2006

Court Ruling Allows Cable Firms to Restrict Access to Their Networks

Loyola Consumer Law Review

2006

Publishers Fight to Stop Google's Library

Loyola Consumer Law Review

2006

USDA Upset With Dairyman's Low Prices

Loyola Consumer Law Review

2006

Seventh Circuit Splits From Sister Circuits Over Telephone Consumer Protection Act

Loyola Consumer Law Review

2006

Tentative Agreement is EU-US "Open Skies" Talks

Loyola Consumer Law Review

2006

Supreme Court Unknots Trying Presumptions

Loyola Consumer Law Review

2006

Wine Lovers Win Battle, Could Lose War

Loyola Consumer Law Review

2006

Lead Paint May Be Next Asbestos, Tobacco

Loyola Consumer Law Review

2006

FCC Endorses a la Carte Cable Menu

Loyola Consumer Law Review

2006

Speaking Engagements

2024 Southern California Breakfast Briefing Series - Fresno

Fresno, CA

January 16, 2024