

Stephen C. Tedesco

Senior Counsel

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Focus Areas

Wage and Hour
Unfair Competition and Trade Secrets
Leaves of Absence and Disability Accommodation
Construction
Class Action

Overview

Stephen C. Tedesco maintains an extensive practice in all aspects of labor and employment law, including representing employers in litigation involving:

- Unfair competition and trade secrets
- Covenants not to compete
- Wage and hour matters
- Prevailing wage laws
- Disability and leave claims
- Wrongful discharge
- Employment discrimination
- Sexual harassment claims
- Breach of contract actions

He has tried cases in federal and state courts and before the National Labor Relations Board, the California Department of Fair Employment and Housing and the California Division of Labor Standards Enforcement. He is well-versed with claims arising under:

- The Trade Secrets Act
- California prevailing wage laws

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Employment and Housing Act
- The California Family Rights Act
- California disability laws

He also has arbitrated disputes under collective bargaining and private agreements.

Additionally, Stephen counsels employers on a wide range of issues, including:

- Compliance with wage and hour, EEO, and disability and leave laws
- Discipline and termination
- Employment agreements
- Confidentiality agreements
- Measures to avoid litigation

Stephen has lectured to employer groups on unfair competition, sexual harassment, wrongful discharge, wage and hour issues, and on personnel policies and procedures.

Most frequently, Stephen works with:

- Tech companies
- Staffing and placement companies
- Manufacturers
- Construction companies
- Real estate developers

Stephen is a member of Littler Mendelson's Trade Secret and Unfair Competition; Wage and Hour; and Whistleblower practice groups. During law school, he worked as a legal intern for the United States District Court for the Northern District of California. He also was technical editor for the *Hastings Constitutional Law Quarterly*.

Recognition

- Named, Client Service All-Star, *BTI Consulting Group*, 2019
- Named, Super Lawyer, Northern California, *Super Lawyers*, 2004, 2011-2017
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

Education

J.D., University of California, Hastings College of the Law, 1987

B.A., University of California, Los Angeles, 1983, *cum laude*

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

Publications & Press

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

Littler Insight

April 12, 2021

A Rare Occurrence: California Court Overturns Arbitrator's Award

Littler Insight

November 19, 2020

California Legislature Essentially Eliminates Public Works "De Minimis" Exception

Littler ASAP

October 8, 2020

Four Littler Attorneys Named BTI "Client Service All-Stars"

Littler Press Release

March 28, 2019

Calif. Court Limits Use of Employee Nonsolicitation Agreements

SHRM Online

November 21, 2018

The Other Shoe Drops: Court of Appeal Decision Narrows Use of Employee Non-Solicitation Provisions in California

Littler Insight

November 16, 2018

New Calif. Law Leaves Contractors with Unanswered Questions

Law360

May 25, 2018

Evidence belies bias 'surge' in Silicon Valley

Daily Journal

September 4, 2013

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

District Court Shows Way to Obtain Non-Solicitation Injunction in California

Littler ASAP

March 27, 2012

Claim that Ex-Employee Twittered Away Company Trade Secrets Allowed to Proceed

Littler ASAP

February 8, 2012

The Trade Secret Exception in California: Dead, Near Dead or Just Dying?

Bender's California Labor & Employment Bulletin

August 1, 2011

You Can't Do "What" in California? A Summary of California's (Virtually Nonexistent) Restrictive Covenant Laws for Out-of-State Employers

Littler Insight

January 18, 2011

The Emerging New Workforce: Employment and Labor Law Solutions for Contract Workers, Temporaries, and Flex-Workers

Littler Report

May 11, 2009

State Building and Construction Trade Councils of California, AFL CIO v. City of Vista Court of Appeal Decision

Littler ASAP

May 6, 2009

Stephen Tedesco Explains Love Contracts

Human Resource Executive Online

February 14, 2008

Stephen Tedesco Dissects the Ruling on Miller v. Department of Corrections

www.thompson.com

October 15, 2005

Employers Face Greater Risk from Workplace Romance: California Supreme Court Rules That Office Affairs May Give Rise to Sexual Favoritism

Littler Insight

August 1, 2005

Stephen Tedesco encourages employers to institute "consensual relationship contracts"

Ethikos

July 1, 2005

Stephen Tedesco explains the "love contract"

CBS Evening News

May 17, 2005

Stephen Tedesco addresses the rise of "love contracts" in the workplace

National Law Journal

March 3, 2005

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

New Developments in California Prevailing Wage Law for 2017

San Francisco, CA

March 29, 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

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

California Prevailing Wage Law

Walnut Creek, CA

May 23, 2012

California Prevailing Wage Law

San Jose, CA

May 22, 2012