



## Steven A. Groode

Shareholder

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### Focus Areas

Discrimination and Harassment  
Wage and Hour  
Class Actions  
Unfair Competition and Trade Secrets  
Alternative Dispute Resolution

### Overview

Steven A. Groode represents and counsels management clients in connection with all types of labor and employment matters arising under state and federal law. He has obtained favorable results in courts and administrative proceedings throughout California, including the following:

- Judgment for telecommunications employer following bench trial regarding alleged “whistleblower” retaliation
- Striking of class allegations in several putative class actions involving truck drivers
- Voluntary dismissal of class allegations in a putative class action involving non-exempt retail employees and in a putative class action concerning alleged independent contractor misclassification of field technicians
- Judgment on the pleadings in a PAGA representative action based on plaintiff’s case theory deviating from pre-litigation administrative exhaustion efforts
- Multiple summary judgments on behalf of clients across several industries in discrimination and other tort cases
- Dismissal of fraudulent inducement claim following multi-day arbitration hearing
- Denial of grievances on behalf of employer clients across multiple sectors following arbitration hearings
- Denial of class certification of putative class of thousands of employees seeking to pursue a class claim based on alleged late payment of wages

Steven has specific litigation experience with claims involving:

- Independent contractor classification and other actions involving claimed wage and hour violations

- Misappropriation of trade secrets
- Discrimination, retaliation, harassment, and wrongful termination
- Grievances arising from collective bargaining agreements

Additionally, Steven has served as a mediator in more than 60 cases covering a broad spectrum of legal fields, including employment disputes, civil rights issues, public accommodations, personal injury, landlord/tenant disputes, and breach of contract claims.

Steven also holds a Masters of Dispute Resolution, was selected as a dispute resolution fellow and served as an extern for the Federal Mediation and Conciliation Service. In law school, he worked as an extern for the Honorable Lourdes G. Baird in the United States District Court, Central District, was a member of the *Pepperdine Law Review*, and was an interschool advocate in Pepperdine's Honors Appellate Advocacy Program, through which he finished as a semi-finalist or higher in several competitions.

Prior to becoming an attorney, Steven enjoyed a career in sales and sales management.

## Education

J.D., Pepperdine University, 2000, *maxima cum laude*

M.A., Pepperdine University School of Law, Straus Institute for Dispute Resolution, 2000

B.S., California State University, Northridge, 1990

## Bar Admissions

California

## Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Southern District of California

## Publications & Press

### **Social Networking Raises Concerns for Employers**

*LawDragon*

2009

### **Federal Arbitration Act Trumps State Laws Lodging Primary Jurisdiction in State Administrative Forums**

*Littler Insight*

March 3, 2008

## Speaking Engagements

### **COVID-19 in the Workplace: What Small Business Owners Need to Know**

Client Webinar

April 22, 2020

### **New Employment and Labor Laws for 2016 - Los Angeles**

Los Angeles, CA

January 19, 2016

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

Los Angeles, CA

January 13, 2015

### **Protecting Trade Secrets In The Digital Workplace: The Uniform Trade Secrets Act and Beyond**

Professionals In Human Resources Association (PIHRA) Webinar

July 12, 2013

### **Littler's Labor & Employment Law Breakfast Series, Employment and Labor Laws Update**

Los Angeles, CA

January 16, 2013

### **Littler Panel speaks at Wrongful Discharge in California Seminar**

Los Angeles, CA

January 25, 2006