Matthew E. Farmer

Senior Counsel

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Practice Areas

Discrimination and Harassment
HR Advice and Counsel
Handbooks and Policies
Workers' Compensation
Healthcare

Overview

Matthew E. Farmer represents companies in various employment matters, at both the advice and litigation stages. Because he believes that excellent litigation defense starts with litigation avoidance, Matthew works closely with his clients to avoid litigation or resolve issues before litigation commences.

When litigation does arise, Matthew has successfully defended lawsuits brought against his clients in both state and federal courts and in contractual arbitration. Appearing before the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, and the Workers' Compensation Appeals Board, he handles claims involving:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- The Fair Employment and Housing Act (FEHA)
- The California Family Rights Act (CFRA)
- Wage and hour
- Healthcare laws

- Trade secrets

Matthew also has extensive experience defending clients in complex wage and hour matters, including specifically class actions. His experience in this field has involved representation of both large and small clients.

Among his litigation successes, he secured a complete defense award for his client in a two-week arbitration to resolve a wrongful termination/discrimination case.

Matthew also offers litigation avoidance advice related to various personnel matters, including terminations, requests for leave and disability accommodations. His clients come from various industries and backgrounds, including:

- Healthcare industry (various physician and other practice groups, hospitals, and general and dependent care facilities)
- Food, service, and restaurant industry
- Retail entities
- Manufacturing and distribution centers
- Transportation industry

Matthew is an adjunct professor of law at San Joaquin College of Law where he teaches employment law, administrative law and other courses. He also teaches as an adjunct instructor at Fresno City College, teaching courses to paralegals in the fields of employment and administrative law.

In law school, he was a staff member and then assistant legislation editor of the *Pacific Law Journal*.

Recognition

- Recipient, American Jurisprudence Award, Community Property, 1996
- Recipient, Academic Achievement and Alumni Scholarship
- Order of the Coif
- Traynor Honor Society

Education

J.D., University of the Pacific McGeorge School of Law, 1997, *With Great Distinction*
B.A., California State University, Sacramento, 1993, *cum laude*

Bar Admissions

California

Courts

U.S. District Court, Eastern District of California

Publications & Press

Radio Host Fired After Op-Ed Piece
Fresno Business Journal
September 28, 2012

Off Limits
Best's Review
May 1, 2012

A Matter of Distinction
Best's Review
December 2005

Events & Speaking Engagements

The "Misclassification Trap" in Wage and Hour Cases
Palmdale, CA
January 2016

Minimizing Litigation in Employment Law
Fresno, CA
September 27, 2011

Minimizing Litigation in Employment Law
September 21, 2011

Minimizing Litigation in Employment Law
September 20, 2011