



## Michael G. Pedhirney

Shareholder

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## Practice Areas

Labor Management Relations  
Discrimination and Harassment  
Wage and Hour  
Appellate  
Retail

## Overview

Michael G. Pedhirney focuses on the representation of management in all aspects of labor and employment law, including:

- Collective bargaining
- Matters before the National Labor Relations Board
- Harassment and discrimination
- Wrongful termination
- Wage and hour issues

Appearing in state and federal courts, he handles jury and bench trials, as well as administrative hearings before the National Labor Relations Board, and the California Labor Commissioner. He has specific experience with claims arising under:

- Title VII
- The National Labor Relations Act
- The California Labor Code
- The California Fair Employment and Housing Act

Michael also represents employers in contract negotiations, collective bargaining, appellate matters, and arbitration and mediation. He assists clients with compliance counseling. He often works with the following types of companies:

- Food supply chain
- Retail
- Restaurants
- Transportation
- Energy
- Nonprofit organizations

Michael also has worked with Littler's Workplace Policy Institute (WPI) with regard to legislative and regulatory developments in labor and employment law.

While attending law school, Michael worked as an extern at the Associate Regional Solicitor's Office for the Department of Labor and at a law firm in Houston handling labor and employment disputes. He also served as an associate notes and comments editor for the *Washington Law Review*.

## Professional and Community Affiliations

- Member, American Bar Association

## Education

J.D., University of Washington School of Law, 2004

B.A., University of Notre Dame, 2001, *magna cum laude*, *Phi Beta Kappa*

## Bar Admissions

California

## Courts

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, D.C. Circuit

## Publications & Press

### Cannabis Industry Peach Laws Spread, Fertilizing Union Growth

*Bloomberg Law*

May 13, 2021

### AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report

*Littler Report*

August 8, 2019

**New Joint-Employer Rule Would Be a Reversal for NLRB**

*Human Resource Executive*

September 18, 2018

**Proposed Joint-Employer Rule Would Reverse NLRB's Controversial Browning-Ferris Case and Restore "Substantial Direct and Immediate Control" Standard**

*Littler ASAP*

September 13, 2018

**Taking a Closer Look at the New Federal Contractor "Blacklisting" Obligations**

*Littler ASAP*

September 1, 2016

**Texas District Court Issues Nationwide Injunction Blocking the Department of Labor's Persuader Rule**

*Littler ASAP*

June 27, 2016

**Minnesota District Court Denies Request to Enjoin DOL's Persuader Rule, But Signals Rule Could Be Overturned**

*Littler ASAP*

June 23, 2016

**Department of Labor Provides Limited Opportunity to Obtain Advice Without Triggering the New "Persuader Rule"**

*Littler ASAP*

June 10, 2016

**DOL Just Issued a Controversial 'Persuader Activity' Rule**

*Daily Journal*

March 29, 2016

**Department of Labor Issues Long-Awaited "Persuader Activity" Final Rule**

*Littler ASAP*

March 24, 2016

**California Implements Significant Changes to the Agricultural Labor Relations Act**

*Littler ASAP*

February 15, 2012

**Littler Mendelson Announces the Promotion of 14 Associates to Shareholders**

*Press Release*

January 3, 2011

## **Ninth Circuit Rules Policy that Excludes Deaf Drivers Violates the ADA, Opening the Door to More Class Actions Challenging Hiring Standards**

*Littler ASAP*

October 20, 2006

## **Strategic Initiatives for the World at Work**

*Littler Report*

April 1, 2005

## **Events & Speaking Engagements**

### **Littler Hawaii Breakfast Briefing**

Honolulu, HI

June 21, 2024

### **Bay Area Breakfast Briefing Series - Mountain View**

January 10, 2019

### **A New Era of Compliance: Labor Peace Agreements and Proposition 65**

California Cannabis Industry Association Conference, Anaheim, CA

October 23, 2018

### **Labor Relations and Negotiating the Labor Peace Agreement**

California Cannabis Industry Association Conference, Anaheim, CA

September 22, 2017

### **Practical Tips to Navigating the Obama Administration's Labor Agenda for Union and Non-Union Employers**

Littler Mendelson, Phoenix, AZ

May 9, 2014

### **New Employment and Labor Laws for 2014 and 2015**

San Francisco, CA

February 11, 2014

## **Books & Book Chapters**

- Chapter 2, *Employment Contracts and Executive Compensation, Advising California Employers and Employees* Continuing Education of the Bar (CEB), 2016-2017, 2017-2018, 2018-2019
- Chapter 9, *Notice-Posting, Training and Recordkeeping Requirements, Advising California Employers and Employees* Continuing Education of the Bar (CEB), 2016-2017
- Chapter 3, *Employment Contracts*, Continuing Education of the Bar (CEB), 2016-2017, 2017-2018, 2018-2019
- *Littler on Union Organizing*, The Littler National Employer Series
- *Littler on Collective Bargaining*, The Littler National Employer Series
- Chapter 6 Co-Contributor, *The Developing Labor Law*, Seventh Edition