Michael Gregg

Shareholder

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Overview

Michael Gregg delivers strategic advice and counsel to employers on a broad range of matters arising under state and federal laws such as employee discipline, termination, leaves and accommodation, wage and hour practices, trade secrets, privacy, reductions in force and employee classifications.

He also defends employers in state and federal courts and before governmental agencies. Examples of cases he has handled consist of:

- Discrimination
- Employment-related torts
- Wage and hour claims
- Employee benefits
- Wrongful termination
- Harassment
- Retaliation
- Leaves of absence
- Accommodating disabilities
- Trade secrets
- Labor arbitrations

He also represents unionized and public sector employers in labor relations matters, including arbitrations and administrative hearings.

Selected Matters

- Obtained a complete dismissal of all claims against a national sports team in a case alleging claims for race, national origin, and age discrimination; retaliation; failure to prevent discrimination, harassment, and retaliation; violation of the Tom Bane Civil Rights Act; declaratory relief; fraudulent inducement; and negligent misrepresentation. Drafted appellate

brief and argued the case before the California Court of Appeal, Second Appellate District, which resulted in the Court of Appeal affirming the judgment and award of over $125,000 in attorneys' fees and costs in favor of the client.

- Represented a commercial company in a wage and hour class action alleging claims for failure to pay wages, unlawful deductions, failure to provide rest periods and meal periods, failure to provide accurate itemized wage statements and failure to compensate for travel time, among other claims. Michael's work resulted in the trial court denying class certification. He also drafted the appellate brief, which resulted in the California Court of Appeal, affirming the trial court's denial of class certification.

- Served as second chair in a jury trial that resulted in a defense verdict on all but one claim in a case alleging disability discrimination, failure to prevent discrimination, retaliation, failure to engage in the interactive process and wrongful termination. New trial granted on one inconsistent jury verdict.

Professional and Community Affiliations

- President, Executive Committee, Orange County Bar Association
- Co-Founding Member, Former President, Thurgood Marshall Bar Association
- Member, International Association of Privacy Professionals
- Accredited, Certified Information Privacy Professional/United States
- Member, National Bar Association
- Board of Directors, Nu Tau Lambda Community Service Corporation

Recognition

- Named, The Best Lawyers in America®, 2025-2027

Education

J.D., University of Southern California Gould School of Law, 1999
B.A., University of Southern California, 1995

Bar Admissions

California

Publications & Press

California District Court Refuses to Enjoin Hazard Pay Ordinance
Littler ASAP
March 10, 2021

California Begins the Process of Reopening for Business
Orange County Lawyer

July 1, 2020

Littler Names New Leadership to Its Affinity Groups and Diversity & Inclusion Council
Press Release
February 14, 2019

California's Consumer Privacy Act of 2018: Why Its Ambiguities May Leave Businesses in a Quandary
The Computer and Internet Lawyer
Volume 36, Number 2, February 2019

California's Consumer Privacy Act of 2018: Why Its Ambiguities May Leave Businesses in a Quandary
Orange County Lawyer
Vol. 60, Number 10, October 2018

Domestic Violence and Professional Sports: Training Could Help Teams Stay Ahead of the Game
Sports Litigation Alert
September 2, 2016

Bullying in professional sports: Adapting to an evolving legal landscape and mitigating risk
LawInSport
February 3, 2014

A New Era: Understanding the Legal Rights of Homosexual Players In Professional Sports
Westlaw Journal Entertainment Industry
October 1, 2013

Ninth Circuit Holds that Employers Are Entitled to Individualized Damages and Affirmative Defense Determinations in Wage and Hour Class Actions
Littler ASAP
March 13, 2013

9th Circ. Take On Dukes' Scope Raises Bar For Wage Classes
Law360.com
March 5, 2013

Is Affirmative Action Out of Date?
Orange County Lawyer
February 1, 2013

Opinion: Independent Contractors Under Fire
Transport Topics
September 3, 2012

"Pumped" about HGH Testing? Careful, It May Violate the ADA
Entertainment & Sports Lawyer
April 1, 2012

Transportation Companies Must Plan for and Implement Changes for 2013 to Comply with New Hours of Service Rules
Littler ASAP
February 1, 2012

No Mandated Meals If Work Is On Wheels
Law360.com
December 23, 2011

Federal District Court Holds Motor Carriers Are Not Subject to California's Meal and Rest Break Laws
Littler ASAP
November 11, 2011

Motor Carrier Not Subject to State Meal and Rest Break Law
Littler ASAP
November 11, 2011

Employers that Operate a Mixed Fleet of Vehicles May Lose the Motor Carrier Overtime Exemption
Littler ASAP
September 8, 2011

Employers That Operate A Mixed Fleet Of Vehicles May Lose The Motor Carrier Overtime Exemption
Littler ASAP
September 7, 2011

California Court of Appeal Holds That Insurance Adjusters Are Exempt-Thereby Limiting The Decision In Bell v. Farmers Insurance Exchange
Littler ASAP
March 3, 2011

Case Study: Wang V. Chinese Daily News
Law360.com
November 10, 2010

Ninth Circuit Decision on a Mixture of Class Action Issues May Make Federal Courts a More Attractive Forum For Plaintiffs
Littler ASAP
October 7, 2010

A County's Failure to Define "Grade or Class of Positions" May Undermine Ability to Meet Retirement Funding Obligations
Littler ASAP
July 30, 2010

Individual Liability for Wage Violations Expands
Orange County Business Journal
March 16, 2009

EU's Highest Court Rules Speech Constitutes Employment Discrimination
Littler ASAP
July 29, 2008

Connect Proposition 209 Dots to Secure Government Funds
Los Angeles Daily Journal
July 8, 2005

Keep It Simple (at-will employment in California)
Los Angeles Daily Journal
August 30, 2004

Events & Speaking Engagements

New Employment and Labor Laws for 2016 - Irvine
Irvine, CA
January 21, 2016

New Employment and Labor Laws for 2015
Irvine, CA
January 27, 2015

Getting it Right in the Golden State — Practical Thoughts for Complying with California's New Pregnancy Disability Leave and Disability Discrimination Regulations
Irvine, CA
June 6, 2013

HIPAA Overview
Lorman Education Services, Santa Ana, CA
April 17, 2013

Employment Law Update
Joint Winter Meeting - SoCal CUPA-HR and Southern California HERC, Costa Mesa, CA
February 1, 2013

Littler's Labor & Employment Law Breakfast Series, Employment and Labor Laws Update
Los Angeles, CA
January 16, 2013

Labor and Employment Law Update
San Diego, CA
January 15, 2013

Labor and Employment Law Update
Irvine, CA
January 10, 2013

Employment Law Update
Irvine, CA
October 19, 2012

Leave Me Alone
Irvine, CA
September 28, 2012

Full Brake Ahead? Navigating the FSLA Motor Carrier Exemption
Winter Membership and Board Meeting - National Tank Truck Carriers (NTTC), Key Largo, FL
February 16, 2012

2012 Southern California Legal Update
Irvine, CA
January 19, 2012