Michael W. Nelson

Shareholder

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Practice Areas

Litigation and Trials
Class Action
Wage and Hour
Discrimination and Harassment

Overview

Michael Nelson represents and advises employers in a broad range of employment matters, including class actions, wage and hour claims, alternative dispute resolution, whistleblower retaliation, wrongful termination, and harassment and discrimination. Michael has successfully defended employers in trial, arbitration, and administrative actions, and he has extensive experience defending employers in statewide wage and hour class actions and representative actions brought under the California Labor Code and Private Attorneys General Act. Michael represents employers of all sizes ranging from small businesses to Fortune 500 companies, and spanning many industries including transportation, technology, retail, health care, construction, and staffing agencies. In his practice, Michael has negotiated and settled lawsuits ranging from single plaintiff litigation to class actions involving over 16,000 putative class members.

Michael also provides advice and counseling to employers on a wide variety of topics, including personnel management, independent contractors, overtime exemptions, meal and rest period issues, overtime calculations, expense reimbursement, and wage and hour policies and procedures.

Prior to joining Littler, Michael worked for a firm in the East Bay area focusing on civil litigation and public entity representation. During law school, he clerked at the Yolo County District Attorney's office and the Alameda County Superior Court. He also served on the Trial Practice Honors Board and was a senior articles editor on the *UC Davis Law Review*.

Professional and Community Affiliations

- Member, Contra Costa Bar Association

Education

J.D., University of California, Davis, 2012
B.A., Columbia University, 2007

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit
U.S. District Court, Northern District of California
U.S. District Court, Eastern District of California
U.S. District Court, Central District of California

Publications & Press

Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder
Press Release
January 3, 2025

California Supreme Court Affirms Good-Faith Efforts May Shield Employers in Wage Statement Lawsuits
Littler ASAP
May 13, 2024

California Supreme Court Clarifies the Scope of "Hours Worked" Under California Law
Littler ASAP
April 1, 2024

California Supreme Court Strengthens Enforcement of Jury Trial Waivers
Littler ASAP
March 4, 2024

California Supreme Court Rules that Trial Courts Lack Inherent Authority to Strike PAGA Claims on Manageability Grounds
Littler ASAP
January 22, 2024

California Appellate Court Decision Limits Power of Arbitrators to Cure Late Arbitration Payments
Littler ASAP
August 14, 2023

Events & Speaking Engagements

Employment Law Update: New Laws for 2025
Contra Costa County Bar Association MCLE
February 12, 2025

New PAGA 101
Contra Costa County Bar Association
September 3, 2024

California Employment Law Update: What's in Store for 2024
Walnut Creek, CA
January 2024

Managing Employees' Pre-Existing Injuries
Lorman Webinar
May 10, 2017

Injuries in the Workplace: Practical Tips and Policy Advice to Assist Employers Managing Employees with Preexisting Injuries and Other Disability Accommodation Issues
Webinar, Lorman Education Services
October 25, 2016