



Richard L. Gillespie

Shareholder

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Overview

Richard Gillespie represents and advises employers of all sizes and industries in all aspects of labor and employment law. This includes individual, class and collective actions that involve alleged wage and hour violations, sexual harassment, discrimination, retaliation, wrongful termination, and employment-related torts. He regularly appears before state and federal courts throughout the state, and before various governmental agencies. He represents clients in the construction, hospitality, e-commerce, interior design, mortgage, insurance, and retail industries, and continually provides advice and counsel to companies to help them stay abreast of California's nuanced and ever-changing laws. Richard has substantial experience advising clients on matters involving:

- The California Fair Employment and Housing Act
- The California Family Rights Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The wage payment provisions of the California Labor Code
- Business and Professions Code section 17200

Richard also regularly works with the Littler Learning Group to provide clients and their employees with trainings on antidiscrimination and harassment, how to provide and maintain a respectful workplace, as well as training sessions on wage and hour compliance and best practices. He additionally routinely presents on issues from legal updates and new laws to the numerous effects and changes COVID-19 has had on the workplace.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Contra Costa Bar Association
- Member, National champion trial advocacy team, Pepperdine University School of Law
- Member, Administrative Law Journal, Pepperdine University School of Law

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2024-2025
- Named, Rising Star, *Super Lawyers*, 2017-2021
- Phi Alpha Delta Honor Society

Education

J.D., Pepperdine University School of Law, 2010, *cum laude*

B.A., University of California, Los Angeles, 2003

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Northern District of California

U.S. District Court, Southern District of California

U.S. District Court, Eastern District of California

Publications & Press

Littler Elevates 33 Attorneys to Shareholder

Press Release

January 6, 2022

A PPP Dilemma: Can Employers Exclude Employees Who Refuse to Return to Work from their Loan Forgiveness Calculation?

Littler ASAP

May 7, 2020

Buying a Judicial Seat for Appeal; Caperton v. Massey Coal Company, is Right Out of a John Grisham Novel

Journal of the National Association of Administrative Law Judiciary

Spring 2010

Events & Speaking Engagements

California Employment Law Update: What's in Store for 2024

Walnut Creek, CA

January 2024

New California Laws and Cases Affecting Employers – Littler’s California Legislative Employment Law Update

Walnut Creek, CA

February 23, 2023

COVID-19 Long Haulers and Employment Regulations

Strafford Webinar

August 25, 2021

COVID-19 in the Workplace: Recent Developments and Compliance Challenges - Session 17

August 6, 2021