



## Ryan L. Eddings

Shareholder

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## Practice Areas

Labor Management Relations

Discrimination and Harassment

Unfair Competition and Trade Secrets

Class Action

Wage and Hour

## Overview

Ryan L. Eddings represents management in all aspects of labor and employment law, including:.

- Collective bargaining
- Labor arbitrations
- Agricultural Labor Relations Board proceedings
- Harassment, discrimination, and retaliation
- Wrongful termination
- Wage and hour issues

Representing private-sector employers of all sizes, Ryan defends management against claims involving:

- Unfair competition
- Breach of contract
- Title VII of the Civil Rights Act
- The National Labor Relations Act
- The California Agricultural Labor Relations Act
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Employment and Housing Act

- The California Labor Code

Ryan regularly appears in California federal and state courts, as well as before the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, the Division of Labor Standards Enforcement, and the Workers' Compensation Appeals Board.

Additionally, Ryan devotes a substantial amount of his practice to advising clients in all aspects of the employment relationship, including:

- Hiring
- Terminations
- Workplace violence
- Reductions-in-force
- Disability and leave issues
- Non-compete and non-solicitation agreements
- Employment policies, handbooks and contracts

## Professional and Community Affiliations

- Member, American Bar Association
- Member, Illinois State Bar Association
- Member, Fresno County Bar Association
- Member, Fresno County Young Lawyers Association
- Member, Board of Directors, Fresno County Young Lawyers Association
- Former Vice Chair, Litigation Section, Young Lawyers Division, American Bar Association

## Recognition

- Named, The Best Lawyers in America®, 2018-2023

## Education

J.D., Loyola University Chicago School of Law, 2006

B.A., University of California, Berkeley, 2002

## Bar Admissions

California

Illinois

## 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

U.S. District Court, Northern District of Illinois

## **Publications & Press**

### **Littler Appoints Three New Leaders as Office Managing Shareholders**

*Press Release*

February 1, 2023

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Press Release*

August 19, 2021

### **Annual Report on EEOC Developments – Fiscal Year 2020**

*Littler Report*

March 1, 2021

### **Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers**

*Press Release*

August 20, 2020

### **Annual Report on EEOC Developments – Fiscal Year 2019**

*Littler Report*

March 5, 2020

### **Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Press Release*

August 15, 2019

### **Annual Report on EEOC Developments – Fiscal Year 2018**

*Littler Report*

January 28, 2019

### **Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 15, 2018

### **Annual Report on EEOC Developments — Fiscal Year 2017**

*Littler Report*

February 27, 2018

**Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers**

*Press Release*

August 17, 2017

**Annual Report on EEOC Developments – Fiscal Year 2016**

*Littler Report*

February 27, 2017

**Annual Report on EEOC Developments – Fiscal Year 2015**

*Littler Report*

January 12, 2016

**Littler Elevates 15 Attorneys to Shareholder**

*Press Release*

January 4, 2016

**California Healthcare Employee Not Required to Exhaust Her Administrative Remedies Before Filing a Whistleblower Claim**

*Littler ASAP*

February 12, 2015

**Annual Report on EEOC Developments - Fiscal Year 2014**

*Littler Report*

January 5, 2015

**California Hospital Ordered to Pay Union's Negotiating Costs**

*Littler ASAP*

September 17, 2014

**Annual Report on EEOC Developments - Fiscal Year 2013**

*Littler Report*

January 22, 2014

**Minnesota Bill Would Require Immediate Suspension for Nurses Failing a State Diversion Program**

*Littler ASAP*

January 17, 2014

**Hospital to Pay \$3.5 Million to Settle Nurses' Meal Period Class Action**

*Society for Human Resource Management (SHRM)*

August 7, 2013

**Wisconsin Hospital to Pay \$3.5 Million to Settle Nurses' Meal Period Class Action**

*Littler ASAP*

August 6, 2013

**SEIU's Robo-Calls to Hospital CEO Not Prohibited by the Telephone Consumer Protection Act, Sixth Circuit Holds**

*Littler ASAP*

February 26, 2013

**Annual Report on EEOC Developments – Fiscal Year 2012**

*Littler Report*

January 8, 2013

**California Court Holds Physician Asserting Whistleblower Claims Not Required to Seek Judicial Review of Decision Terminating Privileges Before Suing Hospital**

*Littler ASAP*

September 13, 2012

**Further Clarifying Calif. Wage Law In Cash V. Winn**

*Law360.com*

June 22, 2012

**California Court Rejects Health Task Exception to Personal Attendant Exemption from Overtime**

*Littler ASAP*

May 24, 2012

**Wage/Hour Class and Collective Action Against Hospital Dismissed for Failure to Allege Facts Establishing Similarly Situated Class or Common Issues**

*Littler ASAP*

April 26, 2012

**\$2 Million Settlement in Race Discrimination Class Action Against Hospital by Job Applicants**

*Littler ASAP*

January 27, 2012

**California Federal Court Finds Employers May Deduct Outstanding Credit Card Balances From an Employee's Final Pay**

*Littler ASAP*

August 5, 2011

**Wine Lovers Win Battle, Could Lose War**

*Loyola Consumer Law Review*

2006

**Court Ruling Allows Cable Firms to Restrict Access to Their Networks**

*Loyola Consumer Law Review*

2006

**Court Ruling May End Free Online Music Party**

*Loyola Consumer Law Review*

2006

**Tentative Agreement is EU-US "Open Skies" Talks**

*Loyola Consumer Law Review*

2006

**Seventh Circuit Splits From Sister Circuits Over Telephone Consumer Protection Act**

*Loyola Consumer Law Review*

2006

**Publishers Fight to Stop Google's Library**

*Loyola Consumer Law Review*

2006

**USDA Upset With Dairyman's Low Prices**

*Loyola Consumer Law Review*

2006

**FCC Endorses a la Carte Cable Menu**

*Loyola Consumer Law Review*

2006

**Trolls and Titans Take Fight to Top Court**

*Loyola Consumer Law Review*

2006

**Supreme Court Unknots Trying Presumptions**

*Loyola Consumer Law Review*

2006

**Lead Paint May Be Next Asbestos, Tobacco**

*Loyola Consumer Law Review*

2006

**Events & Speaking Engagements**

**2024 Southern California Breakfast Briefing Series - Fresno**

Fresno, CA

January 16, 2024