



Bryan L. Hawkins

Partner

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Industries Served

Agribusiness, Food & Beverage

Service Areas

Commercial Litigation

Employment Advice & Counsel

Employment Litigation

Labor & Employment

Occupational Safety and Health (OSHA)

Bar Admissions

California

U.S. Court of Federal Claims

U.S. District Courts for the Southern, Eastern and Northern Districts of California

U.S. Bankruptcy Court for the Northern District of California

U.S. Court of Appeals for the Ninth Circuit

Education

University of California, Davis School of Law, J.D., 2005; Articles Editor, UC Davis Law Review; Order of the Barristers

Santa Clara University, B.S., Political Science, 2002

ABOUT BRYAN

Bryan Hawkins is a litigator practicing in the firm's Labor and Employment group with extensive jury and bench-trial experience. He represents employers in employment-related litigation in court and before administrative agencies such as the Department of Fair Employment and Housing and the Equal Employment Opportunity Commission. His practice also involves counseling employers on employment-related issues, including handbooks and policies. Bryan also provides counseling on labor issues, such as advising employers on how to effectively respond to union organizing campaigns, negotiate collective bargaining agreements, and manage the employer/union relationship. In addition, Bryan's practice includes litigating complex commercial disputes in areas such as antitrust, business torts, and real estate.

Prior to joining Stoel Rives, Bryan practiced for several years at a regional law firm located in San Francisco. While practicing in San Francisco, Bryan participated in the Volunteer District Attorney Program at the San Francisco County District Attorney's Office where he assumed the role of a deputy district attorney and was independently responsible for the prosecution of a variety of crimes, including assault, battery, theft, arson, and driving under the influence.

EXPERIENCE

- Lead trial counsel for a retail clothing company in a two-week jury trial brought by a former employee alleging theft by her former manager, obtained complete defense verdict. Representation also included obtaining summary adjudication on the former employee's claims of wrongful termination and retaliation.
- Trial counsel for two-week federal jury and bench trial alleging the breach of an LLC operating agreement.
- Successfully defended employers against claims of harassment,

discrimination, and retaliation.

- Defended financial services company against claims of race, gender, and age discrimination.
- Defended consumer financial services companies in employment matters and against various other California tort and statutory claims.
- Represented local and regional governmental entities in adversarial bankruptcy matters.
- Obtained summary judgment for employer in putative class action alleging violations of the Fair Credit Reporting Act, California's Consumer Credit Reporting Agencies Act, and California's Investigative Consumer Reporting Agencies Act.

HONORS & ACTIVITIES

Professional Honors

- Listed among *Rising Stars* (Business Litigation), *Northern California [Super Lawyers](#)*[®], 2011-2018

Civic Activities

- Board of Directors, Sacramento County Bar Foundation
- Board of Directors, Sacramento County Bar Association
- Member, Metro Chamber of Commerce Leadership Program
- Member, Wiley Manual Bar Association, 2015-Present
- Conference Committee Member, California Minority Counsel Program, 2012
- Member, Sacramento Black Chamber of Commerce, 2013
- Member, Society for Human Resource Management
- Member, Sacramento Area Human Resource Association

INSIGHTS & PRESENTATIONS

- "[California Court of Appeal Significantly Broadens the Scope of Employees Entitled to Reporting Time Pay](#)," *Stoel Rives, World of Employment*, Feb. 8, 2019
- "Legal Update: What California Employers Need to Know for 2019," Webinar, Jan. 16, 2019
- "California AB 1825 Sexual Harassment Training," In-house Presentation
- "California Employment Law Training," Client Presentation
- "The Life of a DFEH Complaint," Northern California Employment Round Table, Nov. 7, 2018
- "[California Court of Appeal Calls into Question the Validity of Employee Non-Solicitation Provisions](#)," *Stoel Rives, World of Employment*, Nov. 5, 2018

- [“California Courts Slowly Interpret Dynamex,”](#) *Stoel Rives, World of Employment*, Oct. 25, 2018
- [“California Supreme Court Resolves Conflict Regarding California’s Background Check Laws,”](#) *Stoel Rives, World of Employment*, Aug. 20, 2018
- [“California Supreme Court Determines that the Federal *De Minimis* Doctrine Does Not Apply to California Wage Claims,”](#) *Stoel Rives, World of Employment*, July 27, 2018
- [“California Enacts New Law Protecting as Privileged Workplace Sexual Harassment Complaints,”](#) *Stoel Rives, World of Employment*, July 13, 2018
- “California Employment Law, What’s New in 2017,” Client Presentation
- “Leave Jigsaw Puzzle,” Client Presentation
- [“California Supreme Court Embraces New Employee-Friendly Worker Classification Standard,”](#) *Stoel Rives, World of Employment*, May 1, 2018
- [“California Supreme Court Instructs Employers How to Calculate Employee Overtime Pay Rate,”](#) *Stoel Rives, World of Employment*, March 9, 2018
- [“California Proposes New Legislation Prohibiting Confidentiality Provisions in Settlement Agreements,”](#) *Stoel Rives, World of Employment*, Jan. 5, 2018
- [“California Implements Significant Changes in the Employment Application Process, Employee Training, and Protected Leaves,”](#) *Stoel Rives, World of Employment*, Oct. 19, 2017
- [“California Responds to Increased Federal Immigration Enforcement Actions,”](#) *Stoel Rives, World of Employment*, Oct. 6, 2017
- [“California Court of Appeal Puts a Small Crack in the Glass Door”](#) (co-author), *Stoel Rives, World of Employment*, July 26, 2017
- [“California Supreme Court Clarifies California’s Day of Rest Statutes”](#) (co-author), *Stoel Rives, World of Employment*, May 10, 2017
- “California’s Minimum Wage Increase - \$15 an Hour and Beyond,” *Daily Journal*, April 28, 2017
- [“California Supreme Court Prohibits Employers from Implementing ‘On-Call’ Rest Breaks,”](#) *Stoel Rives, World of Employment*, Dec. 28, 2016
- [“Expanding Overtime to Farmworkers: Will California Start a Trend?”](#) (co-author), *Stoel Rives, World of Employment*, Sept. 26, 2016
- “California’s New Minimum Wage:& What Employers Need To Know,” *Law 360*, April 6, 2016
- “Significant Wage and Hour Pitfalls,” SHRM/Stoel Rives 14th Annual Labor and Employment Law Conference, March 2016
- “Legal Updates,” SHRM/Stoel Rives 14th Annual Labor and Employment Law Conference, March 2016
- “The California Paid Sick Leave Law - Are You in Compliance?,” ACC Sacramento Chapter Luncheon, Feb. 2016
- [“United States Supreme Court Once Again Rejects California’s Attempt To Void Class Action Arbitration Waivers,”](#) *Stoel Rives, World of Employment*, Dec. 18, 2015
- [“Anti-Arbitration Bill Approved by California Legislature,”](#) *Stoel Rives, World of Employment*, Aug. 31, 2015
- [“California Court Limits Defenses Available to Employers Requesting](#)

- [Employee Background Checks](#),” *Stoel Rives, World of Employment*, Aug. 17, 2015
- [“AB 1897: California’s New Labor Contracting and Client Liability Law](#),” *Stoel Rives, World of Employment*, Nov. 13, 2014
 - Video Interview Discussing California’s Paid Sick Leave Law, LXBN TV, Sept. 2014
 - [“California Court of Appeal Rules Employers Must Reimburse Employees For Work Calls on Personal Cell Phones](#),” *Stoel Rives, World of Employment*, Sept. 26, 2014
 - [“California Enacts State-Wide Paid Employee Sick Leave Law](#),” *Stoel Rives, World of Employment*, Sept. 17, 2014
 - [“California Supreme Court Clarifies When a Franchisee’s Employees Can Bring Employment Claims Against the Franchisor in Taylor Patterson v. Domino’s Pizza, LLC](#),” *Stoel Rives, World of Employment*, Sept. 8, 2014
 - [“California Supreme Court Makes It Easier for Workers in Misclassification Cases To Obtain Class Certification](#),” *Stoel Rives, World of Employment*, July 30, 2014
 - [“California Court of Appeal Affirms That It Pays To Be the Squeaky Wheel](#),” *Stoel Rives, World of Employment*, Jan. 22, 2014
 - [“New California Law Provides that Sexual Desire is Not a Required Element in a Sexual Harassment Lawsuit](#),” *Stoel Rives, World of Employment*, Aug. 23, 2013
 - “Rational basis review v. Rule 12(b)(6), who wins?” *Daily Journal*, July 11, 2011