

RYBICKI & ASSOCIATES | P.C.
LABOR AND EMPLOYMENT ATTORNEYS

OUR PRACTICE

Rybicki & Associates is a specialized firm with attorneys devoted solely to the practice of labor and employment law. Located in the Napa-Sonoma wine country, we advise management on a broad range of workplace issues and have represented employers before courts, boards, and agencies throughout the United States.

Our attorneys have extensive experience defending individual, class, collective, and representative actions nationwide. We are heavily involved in the employer community, acting as a resource to attorneys seeking specialized labor and employment expertise. Committed to both our region and the national development of labor and employment law, we deal with employers ranging from small local businesses to the Fortune 50.

From routine issues, to sophisticated litigation, we provide effective representation and an approach suitable to employers of any size

EMPLOYMENT LAW

We have a practical approach: An ounce of prevention is worth a pound of cure.

We encourage clients to develop policies avoiding problems before they start. Our attorneys frequently review employee handbooks, management practices, and benefit materials for compliance with state and federal law. We also provide workplace training for management, supervisors, and staff.

Our firm is available to coordinate or conduct workplace investigations and crisis management following accidents, employee complaints, and visits by state or federal officials. We also find and monitor local counsel for clients operating in other states and countries around the world.

Our experience covers virtually every area of employment law, such as:

Wage and Hour Regulation	Workers Compensation	Privacy and Individual Interests
Discrimination and Harassment	Employee Handbooks/Policies	Layoffs, Furloughs and RIFs
Occupational Safety and Health	Independent Contractor Status	International Employment Law
Leaves of Absence	Employee Benefits	Trade Secrets

EMPLOYMENT LITIGATION

We provide effective representation when employers are threatened, sued, or must turn to the courts themselves.

Our attorneys represent management in trial and administrative litigation throughout the United States. We have defended hundreds of individual and class-action suits involving harassment, discrimination, wrongful termination, unpaid wages, disability, retaliation, leaves of absence, privacy, defamation, employee benefits, and other types of workplace claims.

We also represent employers during investigation and enforcement by agencies such as the Department of Fair Employment and Housing, the United States Department of Labor, the Equal Employment Opportunity Commission, the Employment Development Department, Cal-OSHA, and the California Department of Industrial Relations.

Firm counsel are experienced in post-trial proceedings as well, handling petitions and appeals before state and federal agencies, trial courts, and appellate panels from small-claims matters to the United States Supreme Court.

Examples of our litigation experience include:

Harassment, discrimination, and retaliation claims.

Actions brought by the California Department of Fair Employment and Housing and the United States Department of Labor.

Claims before the Division of Labor Standards Enforcement and Department of Industrial Relations.

Appeal of OSHA and Cal-OSHA citations for alleged workplace safety violations.

Individual and class-action claims for failure to pay wages or provide meal and rest breaks.

Trade secret, unfair competition, and covenant-not-to-compete claims throughout the United States.

Collection actions by union trust funds.

Employment and benefit plan tax assessment litigation.

Whistleblower, Sarbanes-Oxley and False Claims Act actions against health-care, construction, concession and other industry entities.

ERISA and OSHA preemption actions.

Federal appellate and Supreme Court litigation.

LABOR RELATIONS

Our attorneys have broad expertise in labor-management relations, advising employers in union organizing, collective bargaining, grievance and arbitration, representation hearings, and unfair labor practice litigation. We frequently appear before the National Labor Relations Board (NLRB), the Agricultural Labor Relations Board (ALRB), and the California Public Employment Relations Board (PERB).

Rybicki & Associates is one of few local firms prepared to meet challenges posed by dramatic new labor relations laws recently introduced in state and federal legislatures.

CLIENT INDUSTRIES

We are proud of our clients, whose work reflects the diversity of our local and state economies. Our attorneys have represented employers in a wide variety of industries throughout the country.

Some of our clients' industries include:

Hospitality	Health Care	Sales and Retail
Wine and Beverage	Recycling, Waste Management	Media and Broadcasting
Information Technology	Realty & Property Management	Print and Publishing
Agriculture	Transportation	Manufacturing
Construction	Pharmaceutical	Education
Childcare and Personal Services	Timber and Forestry	Public Agencies and Municipalities
Baking & Pastry	Insurance	Pest Control
Military and Government Contractors	Professional and Financial Service Providers	Religious, Social and Non-Profit Organizations
Clothing	Packing/Shipping	Outdoor Products

RECENT ACCOMPLISHMENTS

Each year presents new challenges and new opportunities to serve our clients. Recent firm accomplishments include:

- Complete dismissal by state court of class and representative claims brought by former employee on behalf of potential 10,000+ wage class members;
- Obtaining refusal by Public Employment Relations Board to pursue injunctive relief based on overbroad interpretation of novel new California labor relations law;
- Participation in federal trial and appellate team challenging new California prevailing wage requirements as violations of federal labor relations and free speech law;
- Complete dismissal of fraud counts against individual business owners;
- Complete dismissal of Health & Safety Code and Labor Code retaliation claims against a public health care entity;
- Complete dismissal of broad False Claims Act and conspiracy action against regional government contractors;
- Withdrawal of DOL Sarbanes-Oxley whistleblower claims against publicly traded high-tech manufacturer;
- Negotiated dismissal of multi-plaintiff state-court claims by the DLSE (“Labor Commissioner”) against an agricultural employer;
- Avoidance of class- and representative action by California Rural Legal Assistance against a regional employer;
- Dismissal of multi-state EEOC claims against an international employer;
- Settlement of coordinated state and federal class wage action, without certification, on an individual plaintiff basis;
- Approval of large FLSA wage claim settlement, without liquidated damages or extended limitations, in the federal Eleventh Circuit (Florida);
- Resolution without payment of multiple grievance/arbitration claims and unfair labor practice charges against unionized employers.

CONCLUSION

Rybicki & Associates is a local firm with a national practice. For more information, please contact us at (707) 222-6361 or info@rybickiassociates.com.

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