

Class, Collective & PAGA Representative Actions

Lathrop GPM represents employers in all matters relating to class, FLSA collective and PAGA (California's Private Attorneys General Act) actions. Our lawyers are recognized as creative and effective leaders in this space, having defended literally hundreds of these cases. Our team litigates class and collective actions efficiently and effectively, successfully defending employers against claims including:

- Unpaid wages, including overtime
- Split-shift premiums
- Reporting time pay
- Vacation and sick pay
- Premium pay for missed meal and rest breaks
- Unreimbursed business expenses
- Failure to provide accurate itemized wage statements
- Failure to provide suitable seating
- Pay equity and discrimination

In California, we also have extensive experience defending employers in PAGA representative actions under the Labor Code. Given the volatility and frequency of these claims, along with their potential for seven- and eight-figure exposure, our attorneys devise creative "out-of-the-box" solutions to narrow the scope of discovery and the trial of PAGA (as well as class) actions, making any litigation less burdensome on our clients.

On behalf of California employers, we act as *amicus curiae* counsel in California's appellate courts on matters related to novel PAGA issues. Additionally, our lawyers are thought leaders in this space, frequently publishing articles on PAGA's legal developments.