

**James S. Brown**  
**Partner, San Francisco, California**

Employment Litigation  
 Wage and Hour Class Action Defense  
 Employment Law Compliance and Counseling  
 Independent Contractor Litigation  
 Labor Grievance and Arbitration  
 Employment and Severance Agreements  
 Workplace Safety



**James S. Brown**  
 415.781.7900 tel  
 415.781.2635 fax  
 james.brown@sedgwicklaw.com

### Current Scope of Practice

Jim Brown chairs the firm's Employment and Labor Law Group. Mr. Brown represents clients before state and federal courts and enforcement agencies. He has represented employers in matters before the California Labor Commissioner, the California Department of Fair Employment and Housing, the federal Equal Employment Opportunity Commission, city and county human rights commissions, California's Workers' Compensation Appeals Board, the National Labor Relations Board, the Office of Federal Contract Compliance Programs of the U.S. Department of Labor, and the California Occupational Safety and Health Administration.

Mr. Brown also provides advice and counseling in such areas as wage and hour law, creation and enforcement of covenants-not-to-compete, reductions-in-force, progressive discipline, employee handbooks and personnel policies, employee leave obligations, and other workplace management issues. He advises companies on due diligence and human resource audit issues during business acquisitions.

Mr. Brown routinely assists clients in defense of Labor Code section 132a claims and "serious and willful" petitions.

Mr. Brown defends property owners and managers in housing discrimination and federal Section 8 administrative agency and federal court litigation.

### Representative Clients

Mr. Brown works for clients ranging in size from Fortune 100 companies to small start up operations. He routinely assists large corporations with in-house legal and human resources staffs, as well as smaller companies with no dedicated human resources professionals. He advises management in both union and non-union settings.

Mr. Brown acts as local counsel for out of state corporations sued in California, or provides primary representation for management side litigants throughout California.

#### Affiliations, Activities and Accomplishments

Mr. Brown is admitted to practice in California (1988). He was appointed Chair (1991) of the Barristers Club Labor and Employment Law Committee.

Mr. Brown is on the Advisory Board of Contributors for the *California Employment Law Letter* and also routinely authors *Employment Law Alerts*, *Employment Law Briefings*, and *Healthcare Law Newsletter* articles for the firm.

#### Education

Mr. Brown was granted his J.D. (1988) by Hastings College of the Law, University of California. Mr. Brown served as extern for the Honorable J. Lawrence Irving, U.S. District Court, Southern District of California (Fall 1987). Mr. Brown received his A.B. (1983) in political science from the University of California at Davis.