

Ryan L. Eddings

Associate

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Practice Areas

Labor Management Relations
Discrimination and Harassment
Competition and Trade Secret Law
Class Actions
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

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

January 5, 2015

Annual Report on EEOC Developments - Fiscal Year 2014
Littler Report

January 22, 2014

Annual Report on EEOC Developments - Fiscal Year 2013
Littler Report

August 7, 2013

Hospital to Pay \$3.5 Million to Settle Nurses' Meal Period Class Action
Society for Human Resource Management (SHRM)

January 8, 2013

Annual Report on EEOC Developments – Fiscal Year 2012
Littler Report

June 22, 2012

Further Clarifying Calif. Wage Law In Cash V. Winn
Law360.com

2006

Supreme Court Unknots Trying Presumptions
Loyola Consumer Law Review

2006

Lead Paint May Be Next Asbestos, Tobacco
Loyola Consumer Law Review

2006

Trolls and Titans Take Fight to Top Court
Loyola Consumer Law Review

2006

FCC Endorses a la Carte Cable Menu
Loyola Consumer Law Review

2006

Court Ruling May End Free Online Music Party
Loyola Consumer Law Review

2006

Court Ruling Allows Cable Firms to Restrict Access to Their Networks

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

USDA Upset With Dairyman's Low Prices

Loyola Consumer Law Review

2006

Publishers Fight to Stop Google's Library

Loyola Consumer Law Review

2006

Wine Lovers Win Battle, Could Lose War

Loyola Consumer Law Review

Blog Posts

February 12, 2015

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

Healthcare Employment Counsel

September 17, 2014

California Hospital Ordered to Pay Union's Negotiating Costs

Healthcare Employment Counsel

January 17, 2014

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

Healthcare Employment Counsel

August 6, 2013

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

Healthcare Employment Counsel

February 26, 2013

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

September 13, 2012

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

May 24, 2012

California Court Rejects Health Task Exception to Personal Attendant Exemption from Overtime
Healthcare Employment Counsel

April 26, 2012

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

January 27, 2012

\$2 Million Settlement in Race Discrimination Class Action Against Hospital by Job Applicants
Healthcare Employment Counsel

August 5, 2011

California Federal Court Finds Employers May Deduct Outstanding Credit Card Balances From an Employee's Final Pay
Wage & Hour Counsel