



## Bruce J. Sarchet

Shareholder

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## Focus Areas

Labor Management Relations  
Leaves of Absence and Disability Accommodation  
Policies, Procedures and Handbooks  
Healthcare  
Training - Compliance, Ethics, Leadership  
Hospitality  
Workplace Policy Institute

## Overview

Bruce J. Sarchet has focused his entire legal career on the representation of management in labor and employment law matters and has particular expertise in issues involving:

- Unionized employers
- Violence in the workplace
- Employment discrimination
- Employee leaves of absence

He regularly appears in state and federal courts and before the National Labor Relations Board (NLRB) on matters involving:

- The National Labor Relations Act (NLRA)
- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Family and Medical Leave Act (FMLA)
- California's Educational Employment Relations Act
- California's Meyers Milius Brown Act

With energy, enthusiasm, and intense focus, Bruce provides clients with superior quality work and exceptional client service and has earned a reputation as a hands-on problem solver. He provides consultation and representation to large, medium and small businesses across California in a variety of industries, including food and beverage, healthcare, transportation, technology, and construction. He also represents public sector employers. He crafts practical, real world solutions to workplace problems such as dealing with difficult employees and recognizing and balancing business realities and necessities with the need to minimize exposure to litigation.

For unionized employers, Bruce frequently serves as chief spokesperson in collective bargaining negotiations and provides representation in grievances and arbitration hearings. He also represents employers during union organizing drives and unfair labor practice charges under the National Labor Relations Act.

An animated, effective and entertaining public speaker, Bruce regularly makes presentations to local professional organizations on labor and employment law topics and has also presented numerous in-house training sessions and workshops to management teams at private and public employers. Bruce has published numerous articles for local business journals, providing practical, hands-on labor and employment law advice to small business owners.

From 2005 to 2013, Bruce served on the firm's five-attorney Management Committee, which handles the firm's operations. In this capacity, he oversaw thirteen Littler offices in seven states. Prior to his selection to the Management Committee, he served as the office-managing shareholder for the firm's Sacramento office and served several terms as a member of the firm's Board of Directors.

Bruce is an active member of the following practice groups:

- Food and Beverage Industry
- Traditional Labor Law
- Public Sector
- Labor and Employment Law
- Healthcare Employers
- Equal Employment Opportunity
- Corporate Compliance

He also serves as the California coordinator and liaison for Littler's Workplace Policy Institute (WPI). Bruce focuses on California state legislative and regulatory developments in employment and labor law, as well as municipal ordinances and regulation of the workplace. He assists the employer community in understanding and impacting California legislation before it becomes law.

Prior to attending law school, Bruce was a high school social studies teacher and basketball coach for three years.

## Recognition

- Awarded, AV<sup>®</sup> Peer Review Rating, *Martindale-Hubbell*

- Named, The Best Lawyers in America©, 2019-2020

## Education

J.D., University of California, Hastings College of the Law, 1985

B.A., University of California, Riverside, 1979

## Bar Admissions

California

## Publications & Press

### **AB 5: The Aftermath of California’s Experiment to Eliminate Independent Contractors Offers a Cautionary Tale for Other States**

*Littler Insight*

March 10, 2020

### **The Wild West 2020: WPI’s California Legislative Round-Up**

*Littler Podcast*

March 10, 2020

### **California Court Concludes that Anti-Arbitration Law is Likely Preempted**

*Littler ASAP*

February 10, 2020

### **Uber, Postmates Seek to Halt Enforcement of California Employment Law**

*The Recorder*

February 5, 2020

### **Federal Court Halts Enforcement of California Arbitration Law**

*Littler ASAP*

February 1, 2020

### **New Jersey Enacts Legislative Package to Add Teeth to Worker Misclassification Laws**

*Littler ASAP*

January 27, 2020

### **Plaintiffs’ Bar Seeks to Expand Reach of California’s Dynamex Decision and ABC Test to Franchising, Joint Employment**

*Littler ASAP*

January 23, 2020

**California Supreme Court Grants Review of Dynamex Retroactivity – Again**

*Littler ASAP*

January 21, 2020

**Initiative to Overturn California Independent Contractor Law for App-Based Drivers, Deliverers Advances**

*Littler ASAP*

January 6, 2020

**Enforcement of California’s Anti-Arbitration Law Put on Hold**

*Littler ASAP*

December 30, 2019

**National and State Trade Groups Sue to Strike Down California “Anti-Arbitration” Law**

*Littler ASAP*

December 9, 2019

**The ABC Test: California State and Localities Support Plaintiffs’ Appeal, Signal Aggressive Enforcement**

*Littler ASAP*

November 18, 2019

**California AB 51 Bans Mandatory Employment Arbitration Agreements**

*ACC Docket*

November 12, 2019

**Worker Misclassification Questions Dominate California Legal Landscape**

*Littler ASAP*

October 31, 2019

**Restructuring Operations in the Wake of California AB 5? Don’t Overlook the Tax Implications**

*Littler ASAP*

October 29, 2019

**You’re Rehired? New California Law Prohibits No-Rehire Provisions in Settlement Agreements**

*Littler ASAP*

October 21, 2019

**Now what? Practical tips for navigating California post-A.B. 5**

*Thomson Reuters Westlaw*

October 17, 2019

**California AB 51 Bans Mandatory Employment Arbitration Agreements**

*Littler ASAP*

October 16, 2019

**Shock and Awe! California Employers Face Onslaught of New Regulations**

*Littler Insight*

October 14, 2019

**AB 5 Update: Joint Employment, Retroactivity, and Implementation Challenges**

*Littler ASAP*

October 11, 2019

**Dynamex Retroactivity Question Sent to California State Court**

*Littler ASAP*

September 25, 2019

**California's New Classification Law: What It Means For Employers and What You Should Do Now**

*TLNT*

September 23, 2019

**California AB 5's Author and the Governor Attempt to Clarify Law's Scope**

*Littler Insight*

September 23, 2019

**Now What? Practical Tips for Navigating California Post-A.B. 5**

*Littler Insight*

September 18, 2019

**AB 5 Update: California Legislature Passes Final Bill on September 11, 2019**

*Littler Insight*

September 13, 2019

**AB 5 Update: California Senate Committee Advances Bill to the Senate Floor**

*Littler ASAP*

August 30, 2019

**Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year**

*Littler Press Release*

August 15, 2019

**AB 5 Update: California Senate Committee “Suspends” Discussion, For Now**

*Littler ASAP*

August 13, 2019

**AB 5: The Great California Employment Experiment—A Littler Workplace Policy Institute Report**

*Littler WPI Report*

August 8, 2019

**Ninth Circuit Withdraws Opinion Regarding Retroactivity of Dynamex v. Superior Court, Will Certify the Question to the California Supreme Court**

*Littler ASAP*

July 24, 2019

**The Potential Effects of Calif. Contractor Reclassification Bill**

*Law360*

July 19, 2019

**California Legislature Moves Forward with Bill to Redefine Independent Contractor Relationships**

*Littler Insight*

July 16, 2019

**July Is Always the “New January” for Employment Laws, But This Year Takes the Cake!**

*Littler Insight*

June 13, 2019

**#MeToo Training 2.0: California Promotes Bystander Intervention Training**

*Littler Podcast*

March 13, 2019

**The Wild West 2019: WPI’s California Legislative Round-Up**

*Littler Podcast*

March 6, 2019

**The Preemption Power Struggle: Red States, Blue Cities Clash Over Workplace Laws**

*Littler Podcast*

February 20, 2019

**New 2019 California Employment Laws Creating Compliance Challenges**

*XpertHR*

February 15, 2019

**We Have to Provide California Anti-Harassment Training Again?**

*Littler Podcast*

January 17, 2019

**After the Ball Drops, What's New in California?**

*Littler Podcast*

January 2, 2019

**California Legislation and Regulation to Watch in 2019**

*Law360*

January 1, 2019

**How Will California's New Governor Approach Workplace Bills?**

*SHRM Online*

December 14, 2018

**California Allows Employees in the Construction Industry to Waive PAGA Remedies Pursuant to Qualifying CBAs**

*Littler ASAP*

November 20, 2018

**Oakland, California Passes Ballot Measure Targeting Hotel Employers and Creating New Enforcement Mechanisms for Employment-Related Ordinances**

*Littler Insight*

November 20, 2018

**Do New California Restrictions on Confidentiality Provisions Tie Employer Hands on Releases and Other Employee Contracts?**

*Littler Podcast*

October 29, 2018

**California's Newest Laws: It's Shocktober for Employers!**

*Littler Insight*

October 1, 2018

**California Countdown 2018: Which Labor and Employment Bills Will the Governor Sign?**

*Littler Insight*

September 4, 2018

**New and Already Improved! California Clarifies Its Salary History Ban**

*Littler Podcast*

August 21, 2018

**Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers**

*Littler Press Release*

August 15, 2018

**California Enacts a Privileged Communication Law Regarding Sexual Harassment Claims**

*Littler ASAP*

July 12, 2018

**California's Pay History Ban: Common Questions; Practical Suggestions**

*Littler Podcast*

June 19, 2018

**July Is the New January: From Salary History to Data Security Breaches, New State and Local Laws Are Set to Take Effect Soon**

*Littler Insight*

June 12, 2018

**Don't "Panic": A New Legislative Trend for Hotel Employers?**

*Littler Podcast*

May 24, 2018

**The Wild West: A California Legislative Round-Up**

*Littler Podcast*

April 30, 2018

**Pending Bills Would Impose Requirements on State Employers**

*Central Valley Business Journal*

April 15, 2018

**5 Employee Handbook Issues to Watch in 2018**

*SHRM Online*

January 29, 2018

**New Tax Law, and Other Potential Reforms, May Change How Harassment Claims Are Resolved**

*Littler Podcast*

January 23, 2018

**Back to the Future: California Employment Bills Likely to Resurface in 2018**

*Littler Insight*

January 4, 2018



**5 Employee Handbook Issues to Watch in 2018**

*SHRM Online*

January 2, 2018

**Down the Rabbit Hole: Will 2018 Bring Changes to California PAGA Actions? (UPDATE)**

*Littler Podcast*

January 29, 2018

**Coming Soon: New Employment Laws**

*Central Valley Business Journal*

December 15, 2017

**Political Protests in the Workplace: Can Employees “Take a Knee?”**

*Central Valley Business Journal*

November 28, 2017

**Hustling to Hire Seasonal Workers in California? Know the Applicable Laws**

*SHRM Online*

November 22, 2017

**California Court Rules PAGA Plaintiffs Need Not Assert Injury, or Employer Knowledge, to Collect Penalties for Paystub Violations; Where Do Employers Go From Here?**

*Littler Insight*

November 16, 2017

**As of January 1, Salary History Is Officially History in California**

*Littler Podcast*

November 9, 2017

**Return of the Living Dead: Could Unsuccessful California Bills Haunt Employers in 2018?**

*Littler Insight*

October 23, 2017

**Service Animals in the Workplace: Do You Have to Let the Dogs In?**

*Central Valley Business Journal*

October 16, 2017

**With Governor Brown’s Signature, California Employers Face a Gauntlet of New Laws**

*Littler Insight*

October 16, 2017

**New California Law Prohibits Salary History Inquiries**

*Littler ASAP*

October 13, 2017

**California Countdown: Which Labor & Employment Bills Will the Governor Sign?**

*Littler ASAP*

September 20, 2017

**State Bill would Allow Disclosure of Home Care Workers' Private Information**

*Central Valley Business Journal*

September 13, 2017

**Scheduling Ordinances: The Next Big Employment Challenge?**

*Central Valley Business Journal*

August 23, 2017

**Predictive Scheduling Near Top of 2017 Workplace Trends**

*Xpert HR*

August 21, 2017

**Pay Equity at the Local Level: San Francisco Bans Salary History Inquiries**

*Littler Podcast*

July 20, 2017

**Another San Francisco Treat: Mayor Lee Signs Salary History Ban**

*Littler ASAP*

July 20, 2017

**Endless Summer: California Municipalities Continue to Enact a Variety of Employment Laws**

*Littler WPI Report*

July 10, 2017

**Employment Law Goes Local – California Municipalities Regulate the Hiring and Scheduling of Workers**

*Littler Podcast*

June 30, 2017

**July Is the New January: Beware of Employment Regulations About to Take Effect**

*Littler WPI Report*

June 27, 2017

**California's Fair Pay Laws Continue To Evolve**

*Littler Podcast*

June 13, 2017

**Golden State Worriers: California Labor & Employment Bills to Watch**

*Littler ASAP*

June 12, 2017

**Immigration Law Compliance: The Basics of I-9 Verification**

*Central Valley Business Journal*

June 5, 2017

**Federal Regulations: Reform on the Horizon?**

*Central Valley Business Journal*

April 3, 2017

**Gorsuch's Possible Impact on Employers**

*Central Valley Business Journal*

March 14, 2017

**Navigating California's Two-tier Minimum Wage**

*Central Valley Business Journal*

February 9, 2017

**California Employers Beware: Your Employee May Be A "Private Attorney General"**

*Littler Podcast*

February 1, 2017

**Drug Testing Without Taint of Retaliation**

*Central Valley Business Journal*

January 9, 2017

**California's New "Two-Tier" Minimum Wage**

*Littler Podcast*

January 5, 2017

**How the 2016 Election Could Impact the Workplace**

*Central Valley Business Journal*

December 9, 2016

**New Laws for Businesses**

*Central Valley Business Journal*

November 15, 2016

**California's New Fair Pay Act: Employer's Compliance Action Plan**

*Littler Podcast*

October 17, 2016

**Protecting Your Business's Online Reputation**

*Central Valley Business Journal*

October 5, 2016

**"Pokemon Go" in the Workplace**

*Central Valley Business Journal*

September 15, 2016

**Wage and Hour Self-Audit: Five Steps Toward California Compliance**

*Littler Podcast*

September 1, 2016

**Keeping Workers Safe When it's Hot Outside**

*Central Valley Business Journal*

August 4, 2016

**Time to Look at Employee Arbitration Agreements**

*Central Valley Business Journal*

July 21, 2016

**California's Recreational Marijuana Initiative**

*Littler Podcast*

June 27, 2016

**How a Change in Marijuana Laws Could Affect Your Business**

*Central Valley Business Journal*

June 21, 2016

**Navigating New York and California's Recent Wage & Hour Changes**

*Littler Podcast*

April 21, 2016

**New Law Requires Businesses to have Anti-discrimination Policies**

*Central Valley Business Journal*

April 8, 2016

**How to Deal with Employee Absences**

*Central Valley Business Journal*

March 29, 2016

**How to Comply with Fair Pay Act**

*Central Valley Business Journal*

February 19, 2016

**Can Workplace Violence be Prevented?**

*Central Valley Business Journal*

January 28, 2016

**Why Should I Care – My Business is Non-Union**

*American Business Magazine*

December 17, 2015

**Should Your Manager be Paid Overtime?**

*Central Valley Business Journal*

December 10, 2015

**Here's What Should be in your Employee Handbook**

*Central Valley Business Journal*

November 17, 2015

**How Obama's Executive Orders Affect Federal Contractors**

*Central Valley Business Journal*

October 27, 2015

**Legislature considers employment bills**

*Central Valley Business Journal*

September 1, 2015

**Social Media Quandary: Who Owns Contacts?**

*Central Valley Business Journal*

August 28, 2015

**Asking job applicants about criminal pasts — the do's and don'ts**

*Central Valley Business Journal*

July 21, 2015

**What managers should know about paid sick leave**

*Central Valley Business Journal*

July 1, 2015

**What managers should know about AB60 driver's licenses**

*Central Valley Business Journal*

June 11, 2015

**Follow These Steps to Hire the Best Workers**

*Central Valley Business Journal*

April 11, 2015

**Personal cell phones and the company dime**

*Central Valley Business Journal*

March 13, 2015

**Why Should Nonunion Companies Care About the NLRB?**

*Corporate Counsel*

March 13, 2015

**Is your employee a 'Private Attorney General'?**

*Central Valley Business Journal*

February 12, 2015

**What employers should know about sick leave**

*Central Valley Business Journal*

January 15, 2015

**The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute**

*Littler Report*

February 21, 2013

**Grocery union to target Nugget after contracts are signed**

*Sacramento Business Journal*

June 29, 2012

**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*

February 15, 2012

**California Appellate Court Rejects Automatic Attorneys' Fees to an Employee who Successfully Defends Against Lawsuit by Employer**

*Littler Insight*

October 24, 2011

**California Appellate Court Rejects Automatic Attorneys' Fees to an Employee who Successfully Defends Against Lawsuit by Employer**

*Littler ASAP*

October 20, 2011

## Speaking Engagements

**It's NOT as Easy as A-B-C! Can California Businesses Still 'Depend' on Independent Contractors Post AB 5?**

December 16, 2019

**2019 Canada Conference**

Toronto, ON

November 21, 2019

**Focus on Social Media -- Social Media in the Workplace, Policies, Best Practices and Social Media Background Checks**

California Employment Law Council Annual Meeting, San Francisco, CA

November 15, 2019

**It's Shocktober for Employers: A 2020 California Legislative Employment Law Update**

October 22, 2019

**It's NOT as Easy as A-B-C! Practical Tips for Doing Business in California Post AB 5**

October 1, 2019

**Staying Alive After AB5 - Can California Businesses Still 'Depend' on Independent Contractors?**

August 8, 2019

**2019 Puerto Rico Conference**

San Juan, PR

April 12, 2019

**California's Newest Laws: It's Shocktober for Employers**

October 15, 2018

**Workplace Policy Institute State of Play: An Inside Perspective on Labor and Employment Policy in Congress and the Federal Agencies**

Littler Executive Employer, Phoenix, AZ

May 3, 2018

**2017 Employment Law Update**

The 2017 Executive Employer® Conference, Phoenix, AZ

May 11, 2017

**The Wage and Hour Feeding Frenzy: Current Legal Issues in the Food and Beverage Industry**

October 25, 2016

**Food and Beverage Industry Roundtable**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

**2016 Employment Law Update**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 5, 2016

**Employment Law Audit**

Riverside Employers Advisory Council

April 13, 2016

**The NLRB for Non-union Employers**

Cal SHRM Conference

April 12, 2016

**Supervisors: Your Most Important Liability**

Northern California Human Resources Association/HR West Conference

March 9, 2016

**Hiring Employees – An 11 Step Template**

San Mateo Employers Advisory Committee

February 24, 2016



**Supervisors: Your Most Important Liability**

Central Valley Human Resources Association  
February 17, 2016

**2016 Employment Law Update**

Greater Stockton Employer Advisory Council  
January 22, 2016

**2016 Employment Law Update**

San Joaquin Human Resources Association  
January 20, 2016

**Employment Law Audit**

Kern County SHRM  
December 2, 2015

**Employment Law Update**

California Farm Labor Contractors Association  
November 12, 2015

**NLRB for Non-Union Employers**

Marin HR Forum  
October 20, 2015

**Workplace Bullying and Violence**

High Desert Employers Advisory Council  
August 13, 2015

**2015 Employment Law Update**

Littler, Phoenix, AZ  
May 7, 2015

**California's New Paid Sick Leave Law**

Central Valley Human Resources Association  
March 18, 2015

**The NLRB for Non-Union Employers**

HR West Conference - Northern California Human Resources Association  
March 4, 2015

**Conducting An Employment Law Audit**

San Joaquin Human Resources Association  
February 11, 2015

**Employment Law Update**

Greater San Joaquin Employers Advisory Council  
January 23, 2015

**Effective Hiring Practices**

California Farm Labor Contractors Association  
January 8, 2015

**Conducting an Employment Law Audit**

Northern California Human Resources Association, San Francisco, CA  
December 12, 2014

**Conducting an Employment Law Audit**

Northern California Human Resources Association, Santa Clara, CA  
December 9, 2014

**Employment Law Audits, Hiring, Violence in the Workplace**

Desert Communities Employer Advisory Council  
October 22, 2014

**Effective Hiring Practices**

Marin HR Forum  
October 21, 2014

**Avoiding the “Cat’s Paw” and Conducting Effective Investigations**

East Ventura Employer Advisory Council  
October 15, 2014

**Effective Hiring Practices**

Central Coast Human Resources Association  
September 11, 2014

**Effective Hiring Practices**

Kern County Human Resources Association  
June 4, 2014

**Avoiding the Cat's Paw – Conducting Effective Investigations**

Annual Conference - Northern California Human Resources Association, Oakland, CA  
April 23, 2013

**Avoiding the Cat's Paw – Conducting Effective Investigations**

San Joaquin Human Resources Association, Stockton, CA  
March 13, 2013

**The Life-Cycle of Employee Handbook**

California Employer Advisory Council, Stockton, CA  
February 15, 2013

**5th Annual International Employment Law Update**

Littler Mendelson, Washington D.C.  
November 8, 2012

**Health Care Reform**

DeWitt Stearns, Sacramento, CA  
October 24, 2012

**Employment Law Update**

Littler Mendelson, Scottsdale, AZ  
May 10, 2012

**Health Care Reform**

California Hospital Association, Glendale, CA  
November 8, 2011

**Health Care Reform**

California Hospital Association, Sacramento, CA  
November 1, 2011

**Health Care Reform**

Sacramento Metro Chamber of Commerce, Sacramento, CA  
October 15, 2011

**Health Care Reform**

Roseville Chamber of Commerce, Roseville, CA  
June 17, 2011

**Northern California Employment Law Update**

Sacramento, CA

January 20, 2011

**Northern California Employment Law Breakfast Briefings**

Sacramento, CA

September 29, 2010

**2010 Employment Law Update**

Sacramento, CA

March 5, 2010

**Landmines, Trends and Tools**

Sacramento, CA

October 23, 2009

**Bruce Sarchet and Matthew Ruggles Speak at the San Joaquin Human Resources Association's Labor Law Conference and Silent Auction**

January 11, 2006

**Books & Book Chapters**

- Workplace Violence, *The National Employer*