

## Rick Reyes

Associate

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## Focus Areas

Discrimination and Harassment  
Class Action  
Wage and Hour  
Hiring, Performance Management and Termination  
Policies, Procedures and Handbooks

## Overview

Rick Reyes focuses his practice solely on management-side employment litigation and advice and counseling.

He has experience in all aspects of litigation, from pre-litigation negotiations to the early stages of litigation (including risk and liability assessments and drafting dispositive motions), discovery, trial, and appellate work in both California and New York.

Rick has successfully represented small, medium, and large employers in claims relating to:

- Single-plaintiff and representative actions (including FLSA collective actions, class actions and PAGA cases) alleging wage and hour violations under state and federal law
- Discrimination, harassment, and retaliation under state and federal law
- Workplace health and safety violations
- Restrictive covenants

Additionally, Rick advises and counsels employers on numerous labor and employment issues to ensure compliance with local, state, and federal laws and regulations. Similarly, he assists and guides clients on best practices relating to human resources, including onboarding and hiring, employee discipline, leaves of absence, and terminations (including mass layoffs, furloughs, etc.). Rick has also assisted clients with transactional work including developing employee handbooks, executive compensation agreements, employment agreements, severance agreements, and other employment-type

policies, such as reimbursement policies, and meal and rest period policies, to meet the needs of each specific client and industry.

In law school, Rick served as the chief managing editor of the *UCLA Journal of Islamic and Near Eastern Law* and the co-chair of UCLA's Latinx Law Students Association. He also interned for the U.S. Securities and Exchange Commission and served as a summer law clerk at a boutique employment defense firm where he gained invaluable experience in servicing clients in the hospitality industry.

## Professional and Community Affiliations

- Member, Hispanic National Bar Association, 2017-present
- Member, Mexican American Bar Association, 2017-present
- Vice Chair, Young Lawyers Division, Labor and Employment Law Committee, American Bar Association, 2023-2024
- Vice Chair, Young Lawyers Division, Men of Color Project, American Bar Association, 2023-2024
- Academy Fellow, National Employment Law Council, 2021 and 2022

## Recognition

- Named, Up and Coming 100: Rising Stars, Southern California, *Super Lawyers*, 2022
- Recipient, Mexican American Bar Foundation Endowment Fund Scholarship, *Mexican American Bar Foundation (MABF)*, 2018

## Education

J.D., University of California, Los Angeles School of Law, 2019

B.A., University of California, Los Angeles, 2013, *magna cum laude*

## Bar Admissions

New York

California

## Courts

U.S. District Court, Southern District of New York

U.S. District Court, Eastern District of New York

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

## Languages

Spanish

## **Publications & Press**

### **New York City Bans Contractual Provisions Shortening Period of Time to File Complaints or Civil Actions Relating to Discrimination, Harassment or Violence**

*Littler ASAP*

May 13, 2024

### **New York Enacts Sweeping Changes to Independent Contractor Arrangements**

*Littler Insight*

January 25, 2024

### **Amid State Action, National Dems Push For Miscarriage Leave**

*Law360*

October 27, 2023

### **California Establishes New Leave for Reproductive Loss**

*Littler ASAP*

October 11, 2023

### **Transgender Individuals in the Workplace: An Overview of Employers' Scope of Obligations in California**

*The National Law Review*

March 18, 2019

## **Speaking Engagements**

### **Essential New York Independent Contractor Issues**

April 3, 2024