

## Stephen C. Tedesco

Senior Counsel

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### Focus Areas

Wage and Hour  
Unfair Competition and Trade Secrets  
Leaves of Absence and Disability Accommodation  
Construction  
Class Action

### Overview

Stephen C. Tedesco maintains an extensive practice in all aspects of labor and employment law, including representing employers in litigation involving:

- Unfair competition and trade secrets
- Covenants not to compete
- Wage and hour matters
- Prevailing wage laws
- Disability and leave claims
- Wrongful discharge
- Employment discrimination
- Sexual harassment claims
- Breach of contract actions

He has tried cases in federal and state courts and before the National Labor Relations Board, the California Department of Fair Employment and Housing and the California Division of Labor Standards Enforcement. He is well-versed with claims arising under:

- The Trade Secrets Act
- California prevailing wage laws

- Title VII
- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Employment and Housing Act
- The California Family Rights Act
- California disability laws

He also has arbitrated disputes under collective bargaining and private agreements.

Additionally, Stephen counsels employers on a wide range of issues, including:

- Compliance with wage and hour, EEO, and disability and leave laws
- Discipline and termination
- Employment agreements
- Confidentiality agreements
- Measures to avoid litigation

Stephen has lectured to employer groups on unfair competition, sexual harassment, wrongful discharge, wage and hour issues, and on personnel policies and procedures.

Most frequently, Stephen works with:

- Tech companies
- Staffing and placement companies
- Manufacturers
- Construction companies
- Real estate developers

Stephen is a member of Littler Mendelson's Trade Secret and Unfair Competition; Wage and Hour; and Whistleblower practice groups. During law school, he worked as a legal intern for the United States District Court for the Northern District of California. He also was technical editor for the *Hastings Constitutional Law Quarterly*.

## Recognition

- Named, Client Service All-Star, *BTI Consulting Group*, 2019
- Named, Super Lawyer, Northern California, *Super Lawyers*, 2004, 2011-2017
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*

## Education

J.D., University of California, Hastings College of the Law, 1987

B.A., University of California, Los Angeles, 1983, *cum laude*

## Bar Admissions

California

## Courts

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

## Publications & Press

### **California Supreme Court Expands the Reach of the California Prevailing Wage Law**

*Littler Insight*

April 12, 2021

### **A Rare Occurrence: California Court Overturns Arbitrator's Award**

*Littler Insight*

November 19, 2020

### **California Legislature Essentially Eliminates Public Works "De Minimis" Exception**

*Littler ASAP*

October 8, 2020

### **Four Littler Attorneys Named BTI "Client Service All-Stars"**

*Littler Press Release*

March 28, 2019

### **Calif. Court Limits Use of Employee Nonsolicitation Agreements**

*SHRM Online*

November 21, 2018

### **The Other Shoe Drops: Court of Appeal Decision Narrows Use of Employee Non-Solicitation Provisions in California**

*Littler Insight*

November 16, 2018

### **New Calif. Law Leaves Contractors with Unanswered Questions**

*Law360*

May 25, 2018

### **Evidence belies bias 'surge' in Silicon Valley**

*Daily Journal*

September 4, 2013

**California Supreme Court Rules That State's Prevailing Wage Law Is Not Quite So Prevailing: Charter Cities Need Not Require Prevailing Wages on Publicly Funded Municipal Construction Projects**

*Littler Insight*

July 12, 2012

**District Court Shows Way to Obtain Non-Solicitation Injunction in California**

*Littler ASAP*

March 27, 2012

**Claim that Ex-Employee Twittered Away Company Trade Secrets Allowed to Proceed**

*Littler ASAP*

February 8, 2012

**The Trade Secret Exception in California: Dead, Near Dead or Just Dying?**

*Bender's California Labor & Employment Bulletin*

August 1, 2011

**You Can't Do "What" in California? A Summary of California's (Virtually Nonexistent) Restrictive Covenant Laws for Out-of-State Employers**

*Littler Insight*

January 18, 2011

**The Emerging New Workforce: Employment and Labor Law Solutions for Contract Workers, Temporaries, and Flex-Workers**

*Littler Report*

May 11, 2009

**State Building and Construction Trade Councils of California, AFL CIO v. City of Vista Court of Appeal Decision**

*Littler ASAP*

May 6, 2009

**Stephen Tedesco Explains Love Contracts**

*Human Resource Executive Online*

February 14, 2008

**Stephen Tedesco Dissects the Ruling on Miller v. Department of Corrections**

*www.thompson.com*

October 15, 2005

**Employers Face Greater Risk from Workplace Romance: California Supreme Court Rules That Office Affairs May Give Rise to Sexual Favoritism**

*Littler Insight*

August 1, 2005

**Stephen Tedesco encourages employers to institute "consensual relationship contracts"**

*Ethikos*

July 1, 2005

**Stephen Tedesco explains the "love contract"**

*CBS Evening News*

May 17, 2005

**Stephen Tedesco addresses the rise of "love contracts" in the workplace**

*National Law Journal*

March 3, 2005

## **Speaking Engagements**

**Stranger Things: New Developments in California Prevailing Wage Law for 2018**

50 West San Fernando Street, 7th Floor San Jose, CA 95113

April 17, 2018

**New Developments in California Prevailing Wage Law for 2017**

San Jose, CA

March 30, 2017

**New Developments in California Prevailing Wage Law for 2017**

San Francisco, CA

March 29, 2017

**Weathering the Storm: California Prevailing Wage Law Compliance in 2015**

Irvine, CA

April 2, 2015

**Weathering the Storm: California Prevailing Wage Law Compliance in 2015**

San Jose, CA

April 1, 2015

**Weathering the Storm: California Prevailing Wage Law Compliance in 2015**

San Jose, CA

March 24, 2015

**The California Prevailing Wage Law in 2014: The Rules of the Game Have Changed (Again)**

Walnut Creek, CA

April 9, 2014

**The California Prevailing Wage Law in 2014: The Rules of the Game Have Changed (Again)**

San Jose, CA

April 8, 2014

**California Prevailing Wage Law**

Walnut Creek, CA

May 23, 2012

**California Prevailing Wage Law**

San Jose, CA

May 22, 2012