



## Richard A. Leasia

Senior Counsel

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## Practice Areas

Labor Management Relations

Wage and Hour

Discrimination and Harassment

Leave and Accommodation

Legislative and Regulatory Practice

## Overview

Richard A. Leasia is experienced in a myriad of labor and employment law matters. He handles federal and state court litigation at the administrative, trial and appellate levels under various labor and employment laws and regulations, including:

- Title VII
- The Americans with Disabilities Act
- The Age Discrimination in Employment Act
- The National Labor Relations Act
- The Fair Employment and Housing Act
- The Fair Labor Standards Act
- The Labor-Management Relations Act
- Labor-Management Reporting and Disclosure Act
- The Taft-Hartley Act
- The California Prevailing Wage Law
- The Davis-Bacon Act
- The California Labor Code
- California Industrial Wage Commission Orders
- The California Fair Employment and Housing Act

Richard regularly appears in state and federal courts and before the Equal Employment Opportunity Commission, the Department of Labor, the National Labor Relations Board, the California Labor Commissioner, the California Department of Industrial Relations, the California Department of Fair Employment and Housing and the California Occupational Safety and Health Administration, as well as in private arbitration forums. He has extensive knowledge of federal and state laws regarding:

- Civil rights
- Wage and hour
- Prevailing wage
- Family and other leave
- Occupational safety and health
- Plant closings
- Privacy
- Employee benefit continuation
- Unfair competition
- Common law "wrongful termination"
- Attempts to influence or interfere with private sector union-management relations

In addition to representing employers in litigation, Richard regularly provides guidance and counsel to clients seeking to understand and comply with legal requirements. He helps to create materials designed to protect employers and ensure compliance with labor protective legislation and judicial decisions by drafting and reviewing employment agreements, bonus and commission plans, and handbooks and policies.

Richard also represents employers in collective bargaining and other negotiations with labor organizations, state and federal agencies, and with individual employees and their representatives. He provides counsel to employers resisting union organizing and offers representation in union grievance and arbitration proceedings.

Richard works with the following types of clients:

- Construction contractors
- Real estate developers
- Apartment owners
- Sports arenas
- Amusement parks
- Software manufacturers and distributors
- Country clubs
- Research foundations
- Professional colleges
- Assisted living chains
- Health care providers

## **Professional and Community Affiliations**

- Member, Labor and Employment Law Section, State Bar of California
- Member, Labor and Employment Law and Litigation sections, American Bar Association
- Member, Labor and Employment Law Section, Santa Clara County Bar Association

## **Events & Speaking Engagements**

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

April 17, 2018

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

San Jose, CA

March 30, 2017

### **2017 Bay Area Breakfast Briefing - Mountain View**

San Francisco, CA

January 18, 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

### **New Employment and Labor Laws for 2015**

San Jose, CA

January 29, 2015

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

San Diego, CA

April 23, 2014

### **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

**Implications of Healthcare Reform for Your Business**

San Jose, CA

December 5, 2012

**California Prevailing Wage Law**

Walnut Creek, CA

May 23, 2012

**California Prevailing Wage Law**

San Jose, CA

May 22, 2012

**Silicon Valley Employment Law Update**

San Jose, CA

December 8, 2010

**Landmines, Trends and Tools**

San Jose, CA

October 21, 2009

**The "ICE" Man Cometh: An Overview of the DHS "Safe Harbor" Procedures and How to Deal With Social Security Mismatch Letters**

San Jose, CA

September 25, 2007

**Recognition**

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

**Education**

J.D., Santa Clara University School of Law, 1976, *With Honors*

M.A., University of Michigan, 1973

B.A., University of Michigan, 1972

**Bar Admissions**

California

Michigan

## **Publications & Press**

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

*Littler ASAP*

April 12, 2021

### **An Early Holiday Boost to Low-Wage Silicon Valley Workers?: San José Passes “Opportunity to Work” Ordinance and Accelerates The City’s Minimum Wage Increase**

*Littler ASAP*

December 8, 2016

### **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 ASAP*

July 12, 2012

### **Former Littler Mendelson Shareholder Rejoins The Firm: Littler’s San Jose Office Welcomes Back Richard Leasia**

*Press Release*

August 9, 2007