

Hovannes G. Nalbandyan

Of Counsel

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Overview

Hovannes G. Nalbandyan, known by his friends as “Hovik,” represents and advises employers in all facets of employment and labor law, including pre-litigation negotiations, single plaintiff cases, and class action/PAGA matters at various stages of litigation. Hovik focuses his practice on:

- Wrongful termination/discharge
- Wage and hour issues
- Discrimination
- Harassment
- Retaliation
- Unemployment insurance issues
- ADA accessibility (under Title II and III)
- Unruh and DPA litigation

Hovik also has experience defending companies against class action lawsuits for:

- Misclassification of exempt employees and independent contractors
- Missed meal periods and rest breaks
- Earning statement violations

In addition to his litigation practice, Hovik advises clients regarding compliance with federal, California and local employment law, including assisting companies and management with preparing and dealing with:

- DFEH investigations and position statements
- Drafting employment and separation agreements
- Terminations of employment
- Employee handbooks
- Arbitration agreements

Hovik also has a broad range of experience in labor relations, including:

- Arbitrations
- Union elections
- Union organizing
- Collective bargaining

Before joining Littler, Hovik was a litigation attorney for two years at a top litigation firm in Sacramento. During that time, in addition to his experience in employment and labor law, Hovik garnered broad experience defending and counseling public entities and insurance companies. His practice included:

- General civil litigation
- Public entity defense
- Insurance defense

During law school, he served as an associate editor of *U.C. Davis Law Review* and as executive editor of the *Business Law Journal*. Hovik worked as a law clerk at the Elk Grove office of the Department of Fair Employment and Housing (DFEH) and volunteered at the Voluntary Legal Services Program's employment legal clinic.

Professional and Community Affiliations

- Member, Labor and Employment Section, Litigation Section, State Bar of California
- Member, Armenian Bar Association
- Barrister (Former Member), Milton Schwartz/David Levi Chapter, American Inns of Court

Recognition

- Named, Ones to Watch, *The Best Lawyers in America*®, 2021-2025
- Recipient, Wesley J. Fastiff Ingenuity Award, *Littler*, 2020

Education

J.D., University of California, Davis, 2014

B.A., University of California, San Diego, 2009

Bar Admissions

California

Courts

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

Languages

Armenian

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2023

Littler Report

May 6, 2024

Annual Report on EEOC Developments – Fiscal Year 2022

Littler Report

April 25, 2023

Annual Report on EEOC Developments – Fiscal Year 2021

Littler Report

April 26, 2022

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Littler Report

March 1, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Littler Announces Winner of First Annual Wesley J. Fastiff Ingenuity Award

Littler Press Release

January 22, 2020