

Michael G. Pedhirney

Shareholder

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Focus Areas

Labor Management Relations
Discrimination and Harassment
Wage and Hour
Appellate
Retail

Overview

Michael G. Pedhirney focuses on the representation of management in all aspects of labor and employment law, including:

- Collective bargaining
- Matters before the National Labor Relations Board
- Harassment and discrimination
- Wrongful termination
- Wage and hour issues

Appearing in state and federal courts, he handles jury and bench trials, as well as administrative hearings before the National Labor Relations Board, and the California Labor Commissioner. He has specific experience with claims arising under:

- Title VII
- The National Labor Relations Act
- The California Labor Code
- The California Fair Employment and Housing Act

Michael also represents employers in contract negotiations, collective bargaining, appellate matters, and arbitration and mediation. He assists clients with compliance counseling. He often works with the following types of companies:

- Food supply chain
- Retail
- Restaurants
- Transportation
- Energy
- Non-profit organizations

Michael is a member of Littler's Associates Committee. He also served on the San Francisco office's Hiring Committee and as the Chair of the San Francisco office's Summer Associates Committee.

Michael also has worked with Littler's Workplace Policy Institute (WPI) with regard to legislative and regulatory developments in labor and employment law.

While attending law school, Michael worked as an extern at the Associate Regional Solicitor's Office for the Department of Labor and at a law firm in Houston handling labor and employment disputes. He also served as an associate notes and comments editor for the *Washington Law Review*.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Board of Directors, Ability Now Bay Area

Education

J.D., University of Washington School of Law, 2004

B.A., University of Notre Dame, 2001, *magna cum laude*, *Phi Beta Kappa*

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. Court of Appeals, 5th Circuit

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, District of Columbia

Publications & Press

Cannabis Industry Peach Laws Spread, Fertilizing Union Growth

Bloomberg Law

May 13, 2021

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

Littler WPI Report

August 8, 2019

New Joint-Employer Rule Would Be a Reversal for NLRB

Human Resource Executive

September 18, 2018

Proposed Joint-Employer Rule Would Reverse NLRB's Controversial Browning-Ferris Case and Restore "Substantial Direct and Immediate Control" Standard

Littler ASAP

September 13, 2018

Taking a Closer Look at the New Federal Contractor "Blacklisting" Obligations

Littler Insight

September 1, 2016

Texas District Court Issues Nationwide Injunction Blocking the Department of Labor's Persuader Rule

Littler ASAP

June 27, 2016

Minnesota District Court Denies Request to Enjoin DOL's Persuader Rule, But Signals Rule Could Be Overturned

Littler Insight

June 23, 2016

Department of Labor Provides Limited Opportunity to Obtain Advice Without Triggering the New "Persuader Rule"

Littler ASAP

June 10, 2016

DOL Just Issued a Controversial 'Persuader Activity' Rule

Daily Journal

March 29, 2016

Department of Labor Issues Long-Awaited "Persuader Activity" Final Rule

Littler Insight

March 24, 2016

California Implements Significant Changes to the Agricultural Labor Relations Act

Littler Insight

February 15, 2012

Littler Mendelson Announces the Promotion of 14 Associates to Shareholders

Littler Press Release

January 3, 2011

Ninth Circuit Rules Policy that Excludes Deaf Drivers Violates the ADA, Opening the Door to More Class Actions Challenging Hiring Standards

Littler Insight

October 20, 2006

Strategic Initiatives for the World at Work

Littler Report

April 1, 2005

Speaking Engagements

Littler Hawaii Breakfast Briefing

Honolulu, HI

June 21, 2024

Bay Area Breakfast Briefing Series - Mountain View

Computer History Museum, Hahn Auditorium Room 1401 N Shoreline Blvd. Mountain View, CA 94043

January 10, 2019

A New Era of Compliance: Labor Peace Agreements and Proposition 65

California Cannabis Industry Association Conference, Anaheim, CA

October 23, 2018

Labor Relations and Negotiating the Labor Peace Agreement

California Cannabis Industry Association Conference, Anaheim, CA

September 22, 2017

Practical Tips to Navigating the Obama Administration's Labor Agenda for Union and Non-Union Employers

Littler Mendelson, Phoenix, AZ

May 9, 2014

New Employment and Labor Laws for 2014 and 2015

San Francisco, CA

February 11, 2014

Books & Book Chapters

- Chapter 2, *Employment Contracts and Executive Compensation, Advising California Employers and Employees*, Continuing Education of the Bar (CEB), 2016-2017, 2017-2018, 2018-2019
- Chapter 9, *Notice-Posting, Training and Recordkeeping Requirements, Advising California Employers and Employees*, Continuing Education of the Bar (CEB), 2016-2017
- Chapter 3, *Employment Contracts*, Continuing Education of the Bar (CEB), 2016-2017, 2017-2018, 2018-2019
- *Littler on Union Organizing*, The Littler National Employer Series
- *Littler on Collective Bargaining*, The Littler National Employer Series
- Chapter 6 Co-Contributor, *The Developing Labor Law*, Seventh Edition