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's Freelance Isn't Free Act Will Take Effect on August 28, 2024

Littler ASAP

August 20, 2024

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