

Robert R. Flemer

Of Counsel

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Focus Areas

International Employment Law
Investigations
Audit Services
Hiring, Performance Management and Termination
Higher Education
Healthcare
Class Action

Overview

Robert R. Flemer practices primarily in the area of labor and employment and human resources law. He has extensive experience in the hospitality, health care, financial services, retail, entertainment, higher education, and manufacturing industries.

At his former firm in Korea, Rob was a senior foreign attorney (foreign legal consultant) and provided advice to global companies doing business in Korea. These matters included the HR aspects of restructurings, discipline and separation of employment, wage and hour matters, employment contracts and employee handbooks and other policies, sexual harassment and workplace harassment claims and investigations, wrongful termination and wrongful disciplinary action litigation, labor union formation and bargaining, and many related matters. Rob also advised Korean companies with outbound business to the United States on matters such as compliance with U.S. and state-specific labor and employment laws, hiring and disciplinary action, collective bargaining, and termination of employment.

At his former firm in California, Rob successfully litigated for his clients at trial, and on summary judgment and summary adjudication. He has also favorably resolved a number of cases involving allegations of sex, race, religion and disability discrimination, and claims for wrongful termination, retaliation, harassment and various wage/hour issues. In addition

to his litigation practice, he counseled employers with respect to employment and labor issues and has extensive experience conducting investigations for public and private sector employers of internal discrimination, harassment and wrongful discipline complaints.

While in law school, Rob served as judicial extern to the Hon. Frank C. Damrell, Jr. of the U.S. District Court for the Eastern District of California and as an extern for the U.S. Attorney's Office, also in the Eastern District of California.

Professional and Community Affiliations

- Member, International Law and Immigration Section, Labor and Employment Section, California Lawyers Association
- Member, Korea Branch, Royal Asiatic Society

Recognition

- Named, *Rising Star*, *Law & Politics Magazine* and *Los Angeles Magazine*, 2009-2011, 2013

Education

J.D., University of California, Davis School of Law, 2003

B.A., Pomona College, 1999

Bar Admissions

Washington

California

Books & Book Chapters

- *International Labor and Employment Laws*, ABA/Bloomberg Law, former co-author for South Korea section (with Mr. C.W. Hyun and Ms. Yehjin Jo)