

Graham Lambert

Los Angeles, California
Senior Counsel

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Areas of Practice & Industry Specialties

Labor & Employment; Wage & Hour; Litigation



Graham G. Lambert is a Senior Counsel in the Los Angeles office and a member of the Firm's Labor and Employment practice. He is licensed in California and Washington state, as well as all Federal District Courts in those states. Mr. Lambert represents clients in a wide variety of industries including construction, garments, healthcare, technology/start-ups, and transportation, among others.

Mr. Lambert has extensive experience litigating employment matters, including wage and hour class actions, PAGA representative actions, and FLSA collective actions as well as individual actions for discrimination, harassment, retaliation, wrongful termination, breach of contract, and trade secret misappropriation. Mr. Lambert's prior experience as a plaintiff's attorney has provided him invaluable insight on how to best litigate and resolve employment disputes as well as how best to avoid them.

In 2024 Mr. Lambert was recognized as a "Rising Star" by *Super Lawyers Magazine*.

Recent successes:

- Obtained complete denial of class certification motion in wage and hour class action against large construction company;
- Served as lead trial counsel on a six day bench trial for alleged breach of contract against apartment developer and obtained a complete dismissal of the action for \$0 after the court issued its findings;
- Obtained complete dismissal of discrimination charge filed with Utah Labor Commission, Antidiscrimination and Labor Division;
- Obtained nuisance value settlement in alleged employment dispute seeking \$2,000,000 against healthcare startup after submitting motion for summary judgment;
- Successfully demurred to claims seeking Labor Code penalties and achieved dismissal of said claims with prejudice;
- Successfully demurred to claims brought in multi-plaintiff employment dispute and obtained dismissal of six claims with prejudice;
- Obtained complete dismissal of worker's compensation claim after presenting evidence that alleged employee was properly classified as an independent contractor;
- Compelled individual arbitration and obtained dismissal of class action allegations in numerous putative wage and hour class actions, including a situation in which the employer could not locate the signed arbitration agreement.

Representative Matters

Mr. Lambert's representative matters include:

- Litigated all aspects wage and hour class actions, PAGA representative actions, and FLSA collective actions from pre-litigation response through resolution;
- Litigated all aspects of claims in state (California and Washington) and federal court as lead trial counsel;
- Litigated all aspects of individual employment claims, including claims alleging harassment, discrimination, retaliation, wrongful termination, wage and hour violations, civil penalties, breach of contract, trade secret misappropriation, and others;
- Litigated all aspects of commercial disputes including breach of contract; fraud; promissory estoppel, common counts, unjust enrichment, etc.;
- Arbitrated individual employment claims, including alleged wage and hour violations, wrongful termination, discrimination, harassment, and retaliation claims;
- Represented clients in administrative hearings including the Equal Employment Opportunity Commission (EEOC), California Labor Commissioner, and others government entities.
- Advised and counsel clients on employment issues including leave, disability accommodation, termination ;
- Drafted employee handbooks and stand alone policies to ensure compliance with state and federal law;
- Conduct work place investigations and draft reports regarding findings;
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Education

Mr. Lambert earned his B.A., *magna cum laude*, in International Studies and History from Emory University. He earned his J.D. from Loyola Law School where he completed concentrations in corporate law with honors and criminal law.

Bar Admissions

- California
- Washington

Court Admissions

- United States Court of Appeals for the Fifth Circuit
- United States Court of Appeals for the Ninth Circuit
- United States District Court for the Central District of California
- United States District Court for the Eastern District of California
- United States District Court for the Northern District of California
- United States District Court for the Southern District of California
- United States District Court for the District of Colorado
- United States District Court for the Eastern District of Michigan
- United States District Court for the Eastern District of Washington
- United States District Court for the Western District of Washington