

Paul L. Bressan

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Partner Emeritus

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Areas of Practice & Industry Specialties

Labor & Employment; Wage & Hour; Health Care/Life Sciences;
Religious & Non-Profit Organization Law



For over 40 years, Paul L. Bressan focused his practice on labor and employment law, and representing management. Preceding his retirement in 2020, Mr. Bressan practiced before federal and state courts and the National Labor Relations Board, and represented clients in proceedings before various agencies, such as the Equal Employment Opportunity Commission and state employment agencies throughout the United States.

Mr. Bressan has defended cases involving race, national origin, disability, sex and age discrimination, compensation claims, sexual harassment and wrongful termination matters. He has advised both large and small companies on policies and procedures to follow to avoid these types of litigation and that provide a solid defense in the event that litigation does ensue. He also represented clients in negotiating collective bargaining agreements and arbitrations, and advised clients on the preparation of personnel policies and strategies.

Mr. Bressan is AV Preeminent rated by *Martindale Hubbell* and selected as a 2013 *Top Rated Lawyer* in Labor & Employment by *American Lawyer Media* in conjunction with *Martindale Hubbell*.

Representative Matters

Mr. Bressan's published opinions include:

- *Californians for Population Stabilization v. Tata Sons Limited, et al.*, 58 Cal. App. 4th 273 (Cal. App. 6th Dist. 1997)
- *Fortino, et al. v. Quasar Co.*, 950 F.2d 389 (7th Cir. 1991)
- *Equal Employment Opportunity Commission v. Colgate-Palmolive Co.*, 586 F. Supp. 1341 (S.D.N.Y. 1984)
- *Donovan v. Burger King Corp.*, 675 F.2d 516 (2d Cir. 1982) (Second Chair)
- *Donovan v. Burger King Corp.*, 672 F.2d 221 (1st Cir. 1982) (Second Chair)

Publications

- Ninth Circuit Changes Course and Asks the California Supreme Court to Decide Whether the Dynamex Decision is Retroactive, *Buchalter Client Alert*, July 24, 2019
- California Becomes the First State to Ban Employment Discrimination Based on Hairstyle, *Buchalter Client Alert*, July 22, 2019
- Your "On-Call" Scheduling Policy May Trigger Reporting Time Pay For Employees In California, *Buchalter Client Alert*, February 25, 2019
- California Supreme Court Rejects De Minimis Doctrine for Off-The-Clock Work Claims, *Buchalter Client Alert*; *Hospitality Lawyer.com Converge Blog*, August 3, 2018
- Employers, Take Notice: New Employment Laws May Affect Your Business, *Buchalter Client Alert*,

December 13, 2017

- Another Year, Another Set of Laws: What California Employers Should Know, *Buchalter Client Alert*, November 29, 2016
- Federal Judge Blocks Department of Labor's Overtime Rule, *Buchalter Client Alert*, November 23, 2016
- Time to Act - Employers Have Fewer than Six Months to Comply With New Federal Overtime Exemption Rule, *Buchalter Nemer Client Alert*, June 22, 2016
- Anti-Money Laundering and Bank Secrecy Act: Are You in Compliance?, *Buchalter Nemer Point & Authorities*, February 10, 2016
- Attention California Employers: New Employment Laws Affecting Your Business Take Effect on January 1, 2016, *Buchalter Nemer Client Alert*, December 8, 2015
- Preparing for 2016: The Fair Pay Act, *Buchalter Nemer Client Alert*, November 12, 2015
- Who Are My Employees?, *Buchalter Client Alert*, November 3, 2015
- U.S. Supreme Court Upholds Validity of Department of Labor's Interpretation on Overtime Pay for Mortgage Loan Officers, *Buchalter Nemer Lender Alert*, March 2015
- Amended Pregnancy Regulations Expand Protections for Employees Disabled by Pregnancy or Perceived as Pregnant, *Buchalter Nemer Client Alert*, February 2013
- Amended Disability Regulations: The California Fair Employment and Housing Commission Clarifies "Interactive Process" for Disabled Employees, *Buchalter Nemer Client Alert*, February 2013
- Attention California Employers: New Employment Laws Affecting Your Business Take Effect on January 1, 2013, *Buchalter Nemer Client Alert; California Apparel News*, November 2012
- Brinker: Meal and Rest Periods Clarified, But..., *Buchalter Nemer Points & Authorities*, Spring 2012

Presentations

- Speaker, "Buchalter Hosting New Year's Resolutions for California Employers," 655 West Broadway, 1st Floor, San Diego, CA 92101, December 11, 2018
- Speaker, "Ask a Lawyer - Discussion Group," UCAOA Fall Conference, October 28, 2017
- Speaker, "Preventing Sexual Harassment," Transamerica's Legal2Legal Program, September 25, 2012
- Co speaker, "Employment Law Updates for California Mortgage Bankers," California Mortgage Bankers Association, May 1, 2012
- Speaker, "Soup to Nuts: Employment Law for Financial Institutions," June 23, 2010
- Speaker, "Sexual Harassment/Diversity Training," Skechers' Americas Product Conference (APC), January 30, 2010

Webinars

- "Webinar: AB 5 – The Legislature's Solution to Solving Your Questions on the Proper Use of Independent Contractors," October 22, 2019
- "Webinar: Moments in Time – Are Your Non-Exempt Employees Properly Compensated for All Minutes Worked?," September 20, 2018
- "Webinar: Not So Independent After All: Time to Reevaluate Your Independent Contractor Arrangements," June 7, 2018
- "Webinar: How the Supreme Court's Same-Sex Marriage Decision Will Affect Religious Institutions, Part II," November 17, 2015
- "Webinar: The Use of Arbitration Agreements in Employment Contracts," September 15, 2015
- "Webinar: How the Supreme Court's Same-Sex Marriage Decision Will Affect Religious Institutions," July 2, 2015

Education

Mr. Bressan earned his J.D. at Columbia Law School, where he was a Harlan Fiske Stone Scholar and received his B.A. *cum laude* in English at Fordham University.
