

Paul L. Bressan

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Paul L. Bressan is a Shareholder, Co-Chair of the Labor and Employment Practice Group and Assistant General Counsel to the firm. He is also a member of the firm's Marketing Committee. For nearly 40 years, he has focused his practice on labor and employment law, representing management. Mr. Bressan practices before federal and state courts and the National Labor Relations Board, and represents clients in proceedings before various agencies, such as the Equal Employment Opportunity Commission and state employment agencies throughout the United States.

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

Recent Publications and Presentations:

- Co-Author: "Amended Disability Regulations: The California Fair Employment and Housing Commission Clarifies "Interactive Process" for Disabled Employees," *Buchalter Nemer Client Alert*, February 2013
- Co-Author: "Amended Pregnancy Regulations Expand Protections for Employees Disabled by Pregnancy or Perceived as Pregnant," *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*, November 2012; *California Apparel News*, November 30, 2012
- "Preventing Sexual Harassment," Transamerica's Legal2Legal Program, September 25, 2012
- Co-Author, "Brinker: Meal and Rest Periods Clarified, But....," *Points & Authorities*, Spring 2012
- Co-author, "HR and the Twitterverse," *CFOzone*, July 2, 2010
- Co-author, "Social Networking by Employees: Is It Any of Your Company's Business?" *TLNT*, July 1, 2010
- "Soup to Nuts: Employment Law for Financial Institutions," Los Angeles, Irvine and San Francisco, CA, June 23, 25 and 28, 2010
- Co-author, "Social Networking: Is it Your Business?" *Points & Authorities*, Winter 2010
- "Sexual Harassment Diversity Training," presentation at Skechers' Americas Product Conference, January 30, 2010
- "The Value of Applied Wisdom: Employment Lessons Learned," *Points & Authorities*, Summer 2009
- "Nine Ways to Protect your Company During Staff Reductions," *Workforce Management*, May 2008
- "Protecting Yourself in Staff Reductions," *Points & Authorities*, Spring 2008

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)

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.

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 College.

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