Buchalter

# Robert S. Cooper

Los Angeles, California
Shareholder

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**Areas of Practice & Industry Specialties**
Labor & Employment; Litigation; Class Actions; Products Liability Law; Sports Industry Law; Construction Law & Public Contracts; Cannabis & Hemp Industry Law Group; Aviation Industry Law; Hospitality, Food and Beverage Industry Law; Title Insurance & Escrow

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Robert S. Cooper has more than 25 years of experience as a management-side labor and employment trial lawyer and commercial business litigator, including numerous jury and bench trials, binding arbitrations, administrative law matters, and defense of class action lawsuits. He works with clients in a wide range of industries, including aerospace, hospitality, construction, transportation, automotive, entertainment, financial, and IT. Mr. Cooper also handles all aspects of labor and employment law and employee benefits litigation. In addition to litigation and trial of labor and employment matters, he also counsels large and smaller companies regarding the full gamut of employment law issues, including wage and hour disputes, sexual harassment, discrimination and retaliation cases, and wrongful termination/public policy claims.

Mr. Cooper has also conducted numerous workplace investigations and litigated benefits disputes. He writes employment manuals and policies. He handles all phases of litigation before state and federal courts and administrative agencies, such as:

- The Department of Fair and Employment and Housing
- The Equal Employment Opportunity Commission
- The Department of Labor Standards Enforcement
- The Department of Labor
- The Occupational Safety and Health Administration
- The National Labor Relations Board
- The Workers Compensation Appeals Board
- Employment Development Department

Mr. Cooper also has extensive experience handling cases involving commercial litigation, construction law, catastrophic injury-product liability defense, and maritime/transportation law.

Mr. Cooper has tried employment law, commercial litigation disputes and catastrophic injury-product liability cases on behalf of Fortune 500 companies and has been on insurance panels for St. Paul-Travelers, The Hartford, and New York Marine & General Insurance.

**Representative Matters**

- Member of trial team who successfully obtained a unanimous defense verdict on behalf of national RV dealership on breach of contract and fraud actions

**Publications**

- California Supreme Court Weighs in on U.S. Supreme Court’s Landmark Decision in Viking Cruise Lines Regarding PAGA Lawsuits, *Buchalter Client Alert*, July 21, 2023
- Court Of Appeal Provides A New Weapon For Employers Regarding PAGA Claims—Manageability, *Buchalter Client Alert*, October 12, 2021
- Buchalter COVID-19 Client Alert: Mitigating Exposure to Employee COVID-19 Illness Claims, *Buchalter Client Alert*, May 26, 2020
- California Supreme Court Limits PAGA Claim Damages in Landmark Ruling Denying Plaintiff’s Wage Claim, September 23, 2019
- How Calif. Employers Can Protect Against PAGA Claims, February 25, 2019
- DYNAMEX UPDATE: Are There Still Independent Contractors in California?, *Buchalter Health Care Newsletter*, October 23, 2018
- Healthcare Client Alert: California Supreme Court's Dynamex Decision Alters Independent Contractor Landscape, *Buchalter Health Care Client Alert*, June 26, 2018
- California Supreme Court's Dynamex Decision Alters Independent Contractor Landscape, May 3, 2018
- Racial Strife in the Workplace - What's an HR Professional To Do? Managing Hostile Work Environment Claims Under Title VII, *Corporate Compliance Insights*, September 14, 2016
- PAGA Claims Alive and Well, For Now, *The Los Angeles Daily Journal*, October 23, 2015
- Claims in California Under the Private Attorneys General Act: Are They the ‘Waive’ of the Future?, *Bloomberg BNA*, June 29, 2015
- Ringing in the New Year: A Summary of New Employment Laws for 2015, *Buchalter Nemer Client Alert*, December 2014

**Presentations**

- Co-Speaker, "California's New Marijuana Law: How Does It Impact Employers?," Webinar, September 11, 2018
- Co-speaker, "Loan Officers: Are you classifying them properly, or walking into a wage and hour lawsuit? What you need to know about the Supreme Court’s March 2015 Decision in Perez v. Mortgage Bankers Association," Shepard Mullin's Los Angeles Office, May 12, 2015

**Webinars**

- "Pincus Webinar: Understanding the Legal Impact of Covid-19 as it Affects Your Clients, Your Life and Your Business," April 8, 2020

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**Bar Admissions**

- California

**Court Admissions**

- All California State Courts
- U.S. District Court of California
- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Federal Claims

**Community**

- Appointed to the Parklands Commission for the City of Palos Verdes Estates by the City Council, 2020 (2 year term)