LCW LIEBERT CASSIDY WHITMORE

T. Oliver Yee

Associate

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Oliver provides representation and legal counsel to Liebert Cassidy Whitmore's city, county, special district, school and community college district, independent school, and public safety clients. His practice involves representing and advising clients on a variety of employment topics including the Fair Labor Standards Act, wage and hour issues, the Family and Medical Leave Act, the Brown Act, the Public Records Act, laws and regulations of public employee retirement plans, disciplinary actions, unfair labor practices, and grievances. Oliver has successfully represented clients in class action and single plaintiff litigation matters in both state and federal court from inception through discovery, pre-trial proceedings and settlement or trial. In addition to his litigation experience, Oliver has also successfully represented clients in mediations and administrative hearings. Prior to joining Liebert Cassidy Whitmore, Oliver represented local and international businesses in employment, commercial and complex litigation matters.

Education

JD, Washington University School of Law, St. Louis
MA, Washington University, St. Louis
BA, Washington University, St. Louis

Legal Expertise

Class Action Litigation
Education Law
Employment Law
Labor Relations and Negotiation Services
Litigation Services
Public Safety
Retirement
Wage and Hour

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Representative Matters

Appellate:

Petersen Law Firm v. City of Los Angeles (2011) - Litigated an appeal by petitioners that followed LCW's successfully defeating a lawsuit against the City through an Anti-SLAPP case. On April 13, 2011, the Court of Appeal affirmed the trial court's order granting the Anti-SLAPP motion in favor of the City defendants. The Court also determined that the trial court did not provide a sufficient explanation for awarding less than the full amount of attorney's fees, and remanded the case back to the trial court to reconsider the amount of attorney's fees to be awarded to the City defendants. A petition for writ of certiorari was also opposed and rejected by the U.S. Supreme Court.

Litigation:

Association for Los Angeles Deputy Sheriffs, et al. v. County of Los Angeles, et al. (2012) - Handled a Fair Labor Standards Act collective/class action case where the U.S. District Court granted a County law enforcement employer's summary judgment motion. The lawsuit involved the "donning and doffing" claims of approximately 3,000 deputy sheriffs in two different, yet consolidated, collective action lawsuits filed against the County and its Sheriff (collectively "the County"). The district court also granted the County's motion to decertify the remaining "off-the-clock" work claims. The district court's rulings effectively ended two large collective/class action lawsuits after several years of litigation.

Rosales v. County of Los Angeles (2011) - In a federal lawsuit a County client defeated a motion for conditional certification of a collective action filed by a potential lead plaintiff in a Fair Labor Standards Act ("FLSA") wage and hour action.

Publications

Drug Use And The ADA — A Flexible Approach Prevails, *Law360*, June 2011

Are Your Layoffs Legal?, *Los Angeles/San Francisco Daily Journal*, February 2009, with Jeffrey C. Freedman

Presentations

Difficult Conversations - Monterey Bay ERC - Watsonville - November 7, 2013

Workplace Bullying: A Growing Concern - Monterey Bay ERC - Watsonville - November 7, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Los Angeles County Sanitation Districts - Whittier - October 17, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Los Angeles County Sanitation Districts - Carson - AM Session & Whittier - PM Session - September 19, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Los Angeles County Sanitation Districts - Carson - AM Session & Whittier - PM Session - August 29, 2013

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Difficult Conversations - City of Long Beach - Long Beach - July 16, 2013

First Amendment Retaliation and Union-Related Free Speech - PARMA Gold Coast Chapter Meeting - Oxnard - June 19, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - San Bernardino County Child Support Services - Loma Linda - June 11, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Pasadena Water and Power - Pasadena - June 6, 2013

FLSA for Public Sector Agencies - Orange County Human Resources Consortium - Tustin - June 5, 2013

FMLA - San Bernardino County Child Support Services - Loma Linda - May 29, 2013

FMLA - San Bernardino County Child Support Services - Loma Linda - May 22, 2013

Workplace Bullying: A Growing Concern - Imperial Valley ERC - Imperial - May 16, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Imperial Valley ERC - Imperial - May 16, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Glendale - Glendale - May 8, 2013

How to Make the Bully Disappear in the Workplace - Western Region International Public Management Association for Human Resources (IPMA-HR) Annual Conference - Orange - May 2, 2013

Employment Law Update - California Sanitation Risk Management Authority (CSRMA) Risk Management Seminar at California Association of Sanitation Agencies (CASA) Spring Conference - Newport Beach - April 24, 2013

Bullying - Jurupa Community Services District - Jurupa Valley - April 23, 2013

Pension Reform - City of Cathedral City - Cathedral City - April 18, 2013

Difficult Conversations - Orange County Human Resources Consortium - Garden Grove - April 17, 2013

Workplace Bullying: A Growing Concern - Orange County Human Resources Consortium - Garden Grove - April 17, 2013

PEPRA - Chino Valley Fire District - TBD - April 10, 2013

PEPRA - Chino Valley Fire Department - Chino & Chino Hills - April 10, 2013

Annual Audit of Your Personnel Rules - Imperial Valley ERC - El Centro - March 28, 2013

Legal Issues for Negotiatiors - Imperial Valley ERC - El Centro - March 28, 2013

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Public Records Act - To Disclose or Not Disclose? It's More Complicated Now Than Ever Before - Liebert Cassidy Whitmore Annual Conference - Newport Beach - March 22, 2013

Difficult Conversations - West Inland Empire ERC - Pomona - March 7, 2013

Embracing Diversity - West Inland Empire ERC - Pomona - March 7, 2013

Policy & Procedure Review and Writing - California Special Districts Association (CSDA) Board Secretary/Clerk Conference - Garden Grove - February 28, 2013

Human Resources 101 - California Special Districts Association (CSDA) Board Secretary/Clerk Conference - Garden Grove - February 28, 2013

12 Steps to Avoiding Liability - Public Agency Risk Management Association Annual Conference (PARMA) - Rancho Mirage - February 6, 2013

12 Steps to Avoiding Liability - Public Agency Risk Management Association (PARMA) Annual Conference - Rancho Mirage - February 6, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of West Covina - West Covina - February 5, 2013

The California Public Employee's Pension Reform Act of 2013 (PEPRA) - What We Know and What We Don't - California Society of Municipal Financial Officers (CSMFO) Channel Counties Chapter Meeting - Thousand Oaks - December 13, 2012

Workplace Bullying: A Growing Concern - Association of California Water Agencies (ACWA) 2012 Fall Conference - San Diego - December 6, 2012

The California Public Employees' Pension Reform Act of 2013 (PEPRA) – What We Know and What We Don't - California Society of Municipal Financial Officers (CSMFO) - Monrovia - December 5, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - West Inland Empire ERC - Diamond Bar - November 29, 2012

Workplace Bullying: A Growing Concern - West Inland Empire ERC - Diamond Bar - November 29, 2012

Workplace Bullying: A Growing Concern - Los Angeles County Human Resources Consortium - Los Angeles - November 28, 2012

Difficult Conversations - Central Coast Personnel Council Consortium - Santa Barbara - November 2, 2012

Bullying at School and the Workplace: A Growing Concern - Central Coast Personnel Council Consortium - Santa Barbara - November 2, 2012

Workplace Bullying: A Growing Concern - Ventura/Santa Barbara ERC - Santa Paula - October 17, 2012

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