Gage Dungy

Partner

Fresno, San Francisco

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Gage provides management-side representation and legal counsel to clients in all matters pertaining to labor and employment law. This includes both private sector and public sector employers, including cities, counties, special districts, hospitals, restaurants, and packing houses, among others.

Gage is experienced in representing and advising employers on various labor and employment law issues, including matters pertaining to employment discrimination/harassment/retaliation, disability accommodation and family/medical leaves of absence, wage and hour law, employee discipline and due process, the meet and confer process, labor relations and negotiations, and the preparation of employment guidelines and policies. Gage represents a range of employers not only in court, but before the Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, the Public Employment Relations Board, the California Unemployment Insurance Appeals Board, the Workers' Compensation Appeals Board, the Department of Labor and the California Labor Commissioner.

Gage has served as chief negotiator for public sector clients in labor negotiations with their employee organizations representing both miscellaneous and safety employees. Based on this experience, he is very familiar with the relevant laws and strategic considerations related to the representation of public sector clients at the bargaining table.

Gage is a popular speaker and trainer and has presented numerous presentations, preventative trainings, and workshops for employers, agencies, and trade associations on the following topics, among others: Preventing Workplace Harassment, Disability and Leave Laws, Performance Management, Labor Relations and the Meet and Confer Process (MMBA), Employee Discipline, Employee Performance Evaluations, Generational Diversity and Succession Planning, Ethics in Public Service, Brown Act/Public Records Act, Annual Audit of Personnel Rules, Public Safety Employment (POBR/FBOR), Embracing Diversity, Wage and Hour Laws, and Legal Issues with Reductions in Force.

Gage has been recognized as a Northern California Rising Star in the field of employment and labor law in 2009, 2010, 2011, and 2012. He has also published articles on current labor and employment law cases and trends in The Daily Journal and the California Public Employee Relations Journal.

Gage currently serves as the President of the U.C. Davis School of Law Alumni Association Board of Directors. He was also the recipient of the University of Notre Dame Young Alumni Award in 2008.

Gage is a Partner based in the firm's Fresno and San Francisco offices and resides in Sacramento.

Education

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Gage Dungy

JD, University of California, Davis School of Law
BA, University of Notre Dame

Legal Expertise

Employment Law
Labor Relations and Negotiation Services
Litigation Services
Public Safety
Wage and Hour

Affiliations

President of the UC Davis School of Law Alumni Board

Rotary Club of Fresno

Awards

Selected for inclusion in Northern California *Super Lawyers Rising Stars* in the field of Employment & Labor Law, 2009 - 2012

Publications

2012 Employment Law Update For California Private Sector Employers, January 2012, with Grace Chan and Emily Fulmer

Legal Update – NLRB Posting Rule Effective Date Postponed and California Supreme Court Set to Hear Arguments in Brinker Meal and Rest Period Case, October 2011

2011 Employment Law Update, December 2010

Helping on the Homefront, *Daily Journal*, January 2009, with Michael Blacher

Presentations

Principles for Public Safety Employment - Monterey Bay ERC - Webinar - October 16, 2013

Prevention and Control of Absenteeism and Abuse of Leave - Sonoma/Marin ERC - Rohnert Park - September 18, 2013

Workplace Bullying: A Growing Concern - Sonoma/Marin ERC - Rohnert Park - September 18, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Merced County - Merced - August 23, 2013

Front Line Defense: A Tactical Guide for Supervisors - City of Yuba City - Yuba City - July 31, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Merced County - Merced - July 26, 2013

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Public Service: Understanding the Roles and Responsibilities of Public Servants - Humboldt County ERC - Arcata - May 23, 2013

Workplace Bullying: A Growing Concern - Humboldt County ERC - Arcata - May 22, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Inyo County - Bishop - May 16, 2013

Exercising Your Management Rights - Central Valley ERC - Kerman - May 8, 2013

Public Service: Understanding the Roles and Responsibilities of Public Servants - Central Valley ERC - Kerman - May 8, 2013

Ethics - Cordova Recreation and Park District - Rancho Cordova - May 6, 2013

FMLA/ADA - Sierra View District Hospital - Porterville - May 1, 2013

Prevention and Control of Absenteeism and Abuse of Leave - Mendocino County ERC - Ukiah - April 18, 2013

The ABCs of Sustaining Discipline - Mendocino County ERC - Ukiah - April 18, 2013

Public Service: Understanding the Roles and Responsibilities of Public Servants - Napa/Solano/Yolo ERC - Vacaville - April 17, 2013

Prevention and Control of Absenteeism and Abuse of Leave - NorCal ERC - Concord - April 10, 2013

Negotiating Modifications to Retirement and Retiree Medical - NorCal ERC - Concord - April 10, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Sierra View District Hospital - Porterville - April 9, 2013

Performance Management - Fire Districts Assocation of California (FDAC) Annual Conference - Napa Valley - April 5, 2013

Employee Due Process Rights and 'Skelly': A Guide to Implementing Public Employee Discipline - San Joaquin Valley ERC - Stockton - April 4, 2013

Public Service: Understanding the Roles and Responsibilities of Public Servants - San Joaquin Valley ERC - Stockton - April 4, 2013

Mock Factfinding: The Nuts and Bolts of Factfinding Hearings - Liebert Cassidy Whitmore Annual Conference - Newport Beach - March 22, 2013

"Car 54 Where Are You?" An HR Guide To Handling Public Safety Leave Issues - Liebert Cassidy Whitmore Annual Conference - Newport Beach - March 22, 2013

FLSA Developments and the Application of State Wage Hour laws to the Public Sector - Liebert Cassidy Whitmore Annual Conference - Newport Beach - March 21, 2013

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Principles for Public Safety Employment - Gold Country ERC - Roseville - March 7, 2013

Public Service: Understanding the Roles and Responsibilities of Public Servants - Gold Country ERC - Roseville - March 7, 2013

Annual Audit of Your Personnel Rules - Sonoma/Marin ERC - Rohnert Park - February 27, 2013

Public Sector Employment Law Update - Sonoma/Marin ERC - Rohnert Park - February 27, 2013

Legislative Update - Northern California Human Resources Manager Group Meeting - Napa - February 21, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Kings View Corporation - Fresno - February 7, 2013

Ethics - Mosquito and Vector Control Association of California (MVCAC) Annual Conference - Sacramento - February 4, 2013

Pension Reform - Ohlone College - Fremont - January 25, 2013

Performance Evaluations - Novato Fire Protection District - Novato - January 23, 2013

Public Sector Employment Law Legal Update - International Public Management Association - HR (IPMA-HR) Sacramento Mother-Lode Chapter - Roseville - January 10, 2013

Pension Reform - Calaveras County - San Andreas - January 9, 2013

Pension Reform - Monterey Bay Unified Air Pollution Control District - Monterey - December 18, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - City of Los Banos - Los Banos - December 11, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - LCW Clients - Fresno - December 7, 2012

Ethics in Public Service - LCW Clients - Fresno - December 4, 2012

Law and the Fire Chief - California Fire Chiefs Association Chief Officer Leadership Symposium - Fresno - November 12, 2012

The California Public Employees' Pension Reform Act of 2013, How It Impacts You - County Personnel Directors - Fresno - November 2, 2012

Harassment and Supervisor and Management Training - Madera County - Madera - October 25, 2012

Harassment and Supervisor and Management Training - Madera County - Madera - October 24, 2012

Social Media and Local Government: A Few Basic Rules to Minimize Your Agency's Legal Risk Both Internally and Externally - MMANC Annual Conference - Napa - October 18, 2012

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Supervisory Skills for the First Line Supervisor/Manager - North State ERC - Red Bluff - October 17, 2012

Employment Law Update: Legislation and Court Action - Association of California Water Agencies - Napa - October 4, 2012

OMG! Did U C her Facebook Post?!?! The Risks and Rewards of Accessing and Viewing Employees' Online Activities - Association of California Water Agencies - Napa - October 4, 2012

Legal Issues Related to Generational Diversity and Succession Planning: The Future is Here - Central Valley ERC - Clovis - October 3, 2012

Finding the Facts: Disciplinary and Harassment Investigations - Sonoma/Marin ERC - Rohnert Park - September 19, 2012

Front Line Defense - Sonoma/Marin ERC - Rohnert Park - September 19, 2012

Hiring the Best While Developing Diversity in the Workforce: Legal Requirements and Best Practices for Screening Committees - Northern CA CCD ERC - Sacramento - September 14, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - Monterey Bay ERC - Webinar - September 13, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fresno - Fresno - September 12, 2012

Ethics in Public Service - Merced County - Merced - August 24, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - City of McFarland - McFarland - August 22, 2012

Preventing Workplace Harassment, Discrimination and Retaliation and Difficult Conversations - Inyo County - Bishop - August 16, 2012

Preventing Workplace Harassment, Discrimination and Retaliation and Difficult Conversations - Inyo County - Bishop - August 15, 2012

FBOR - City of Fresno - Fresno - August 6, 2012

Ethics in Public Service - Merced County - Merced - August 1, 2012

FMLA - IPMA - Fresno - July 18, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fresno - Fresno - June 21, 2012

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