Richard Bolanos

Partner

San Francisco

rbolanos@lcwlegal.com
Tel: 415.512.3020
Fax: 415.856.0306

Richard (Rick) Bolanos is the Managing Partner of the firm's San Francisco office. He has an exclusive practice representing California cities, counties and special districts in labor relations, negotiations, representation in disciplinary proceedings, arbitration of grievances, investigations, mediations, fact-finding hearings and specialized representation in investigation of employee discipline, harassment and discrimination matters. In addition, Rick provides special counsel to public agencies concerning public safety department formation, consolidation and dissolution procedures and he is one of the firm's specialists in Fair Labor Standards Act (FLSA) consultation and litigation.

Rick has conducted training programs and seminars on employer-employee relations before the California Public Employer Labor Relations Association (CalPELRA), the National Employment Law Institute (NELI), the Fire Districts Association of California (FDAC), the Napa-Solano Chapter and Mother Lode Chapter of the International Public Management Association for Human Resources (IPMA-HR), the Solano County Police Chiefs Association, California Public Employee Relations (CPER), the California Sanitation Risk Management Authority and the California State Association of Counties Institute for Local Government. In addition, Rick has also provided intensive training sessions to individual clients regarding such current issues as Sexual Harassment, Compliance with the Americans Disabilities Act (ADA), the Fair Labor Standards Act (FLSA) and Public Employee Discipline.

Rick's published opinions include *Barner v. City of Novato* (9th Cir. 1994) 17 F.3d 1256; *Zazueta v. County of San Benito* (1995) 38 Cal.App.4th 106; *Stanley v. City of Tracy* (9th Cir. 1997) 120 F.3d 179; *Imada v. City of Hercules* (9th Cir. 1998) 138 F.3d 1294; *Papadopoulos v. Modesto Police Department* (E.E. CA. 1998) 31 F.Supp.2d 1209; and *Robinson v. Manteca*, 78 Cal.App.4th 472, 92 Cal.Rptr.2d 748 (3rd Dist.).

Education

JD, Santa Clara University School of Law
MA, San Jose State University
BA, San Francisco State University

Legal Expertise

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

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Richard Bolanos

Representative Matters

Negotiations:

City of Pleasant Hill - Police and Management Units

Novato Fire Protection District - Firefighter Unit

Menlo Park Fire Protection District - Firefighters Unit

County of Mariposa - Deputy Sheriff and Miscellaneous Units

City of San Luis Obispo - Public Safety and Miscellaneous Units

San Diego County Water Authority - Miscellaneous Units

County of Napa - Miscellaneous Units

City of Marina - Public Safety and Miscellaneous Units

Awards

Selected for inclusion in Northern California *Super Lawyers* 2008-2009, 2012

Presentations

Preventing Workplace Harassment, Discrimination and Retaliation - City of Novato - Novato - October 28, 2013

FBOR - City of Santa Rosa Fire Department - Santa Rosa - June 13, 2013

FBOR - City of Santa Rosa Fire Department - Santa Rosa - June 10, 2013

FBOR - City of Santa Rosa Fire Department - Santa Rosa - June 3, 2013

Employees and Driving - NorCal ERC - San Ramon - May 23, 2013

Public Sector Employment Law Update - NorCal ERC - San Ramon - May 23, 2013

Top Five Common Errors in Public Safety Employee Discipline - For Law Enforcement Management - Liebert Cassidy Whitmore - Webinar - May 22, 2013

Top Five Common Errors in Public Safety Employee Discipline - For Fire Safety Management - Liebert Cassidy Whitmore - Webinar - May 21, 2013

A Guide to Labor Negotiations - Monterey Bay ERC - Watsonville - May 9, 2013

Ethics in Public Service - City of Los Altos - Los Altos - April 24, 2013

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Plugging the Holes: Identifying and Negotiating Cost Containment Measures in Lean Economic Times - Liebert Cassidy Whitmore Annual Conference - Newport Beach - March 22, 2013

Substance Abuse in the Legal Profession - Disability Retirement Attorney Roundtable - Oakland - March 15, 2013

Executive Level Briefing - Bay Area ERC - Santa Clara - March 7, 2013

Advanced FLSA to include FLSA: New Developments and Hot Topics - San Joaquin Valley ERC - Ripon - February 7, 2013

Executive Level Briefing - San Joaquin Valley ERC - Ripon - February 7, 2013

Introduction to the FLSA to include FLSA: New Developments and Hot Topics - Gold Country ERC - Webinar - January 30, 2013

FLSA: New Developments and Hot Topics - San Mateo County ERC - Webinar - January 30, 2013

Labor Code 101 for Public Agencies - Bay Area ERC - Mountain View - January 23, 2013

The Meaning of At-Will, Part-Time and Contract Employment - Bay Area ERC - Mountain View - January 23, 2013

ADA Sensitivity Issues - Bay Area Air Quality Management District - San Francisco - January 15, 2013

Strategies for Concession Bargaining and Unilateral Implementation: Bargaining With the End Game in Mind - California Public Employer Labor Relations Association (CalPELRA) Annual Conference - Monterey - December 6, 2012

Advanced FLSA - Humboldt County ERC - Eureka - October 25, 2012

Principles for Public Safety Employment - Humboldt County ERC - Eureka - October 24, 2012

Mandated Fact-finding Under the Meyers Milias Brown Act (AB646) - Monterey Bay ERC - Webinar - October 10, 2012

FLSA - California State Association of County Auditors - San Francisco - September 14, 2012

Introduction to the FLSA to include FLSA: New Developments and Hot Topics - North State ERC - Chico - September 13, 2012

Employees and Driving - North State ERC - Chico - September 13, 2012

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