LCW LIEBERT CASSIDY WHITMORE

Jack Hughes

Partner

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Jack Hughes joined Liebert Cassidy Whitmore as an associate attorney in 1996. Since then he has worked in all aspects of the firm's labor and employment law practice.

Jack has been involved in public-sector employment law trial and appellate court litigation on behalf of a number of cities, with several published decisions to his credit including *Robison v. City of Manteca* 78 Cal.App.4th 452, 92 Cal.Rptr.2d 748, *City of Palo Alto v. Service Employees International Union* 77 Cal.App.4th 327, 91 Cal.Rptr.2d 500, and *Smith v. City of Napa* 120 Cal.App.4th 194, 14 Cal.Rptr.3d 908.

Jack has served as labor negotiator for city, county and special district clients, and has represented charter cities in labor negotiation impasse interest arbitration proceedings. He has successfully negotiated Memoranda of Understanding involving police officers, sheriff deputies, correctional officers, probation officers, firefighters, supervisory staff, clerical staff, maintenance employees and other blue-collar professions, in-home support service employees and most other public sector classifications.

Jack is also one of the experienced presenters in the firm's renowned management and supervisory training programs. Jack has conducted hundreds of training seminars for municipal, county, special district and federal agencies. Jack specializes in training on protected status discrimination/harassment/retaliation, supervisor skills, labor relations/negotiations, leave laws, disability laws, workplace violence, free speech, disciplinary procedures, grievance procedures and effective performance evaluations among others.

Education

JD, Duke University School of Law
BA, University of California, Davis

Legal Expertise

Employment Law
Labor Relations and Negotiation Services
Public Safety

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Representative Matters

Litigation:

Schultz v. City of Eureka (2010) - The City of Eureka terminated Fire Captain Michael Schultz for failing to conduct a safety inspection and then lying about it to his supervisor.

Negotiations:

Valley of the Moon Fire Protection District - International Association of Firefighters

Coast Side Fire Protection District - International Association of Firefighters

Scotts Valley Fire Protection District - International Association of Firefighters

City of South Lake Tahoe - International Association of Firefighters and Mid-Management Unit

City of Richmond - International Association of Firefighters and Mid-Management Unit

City of Santa Clara - International Association of Firefighters and Mid-Management Unit

City of Sonoma - International Association of Firefighters

Publications

What You Need to Know About Regionalizing Public Safety Responsibilities, *Western City Magazine*, October 2010, with J. Scott Tiedemann

Presentations

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont - Fremont - October 31, 2013

Sick and Disabled Employees - Humboldt County ERC - Arcata - September 26, 2013

Privacy Issues in the Workplace - Humboldt County ERC - Arcata - September 25, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Lassen County - Susanville - September 19, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - Lassen County - Susanville - September 18, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont - Fremont - June 6, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department

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- Fremont - May 24, 2013

POBR/FBOR - City of Stockton - Stockton - May 23, 2013

POBR/FBOR - City of Stockton - Stockton - May 22, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of San Bruno - San Bruno - May 16, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of San Bruno - San Bruno - May 15, 2013

Prevention of Sexual Harassment and Title VII - Civil Rights - USDA Forest Service - Porterville - May 13, 2013

Title VII - Civil Rights - USDA Forest Service - Sonora - May 10, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - May 10, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - May 9, 2013

Prevention of Sexual Harassment - USDA Forest Service - Quincy - April 17, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - April 15, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - April 12, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - April 8, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Concord - Concord - March 25, 2013

Looking Ahead: Hot Labor and Employment Issues Facing Public Entities - Liebert Cassidy Whitmore Annual Conference - Newport Beach - March 21, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - March 18, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - March 15, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - March 11, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department

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- Fremont - March 8, 2013

Mandated Fact-finding under the Meyers Milias Brown Act (AB646) - North State ERC - Redding - March 6, 2013

Negotiating Modifications to Retirement and Retiree Medical - North State ERC - Redding - March 6, 2013

Preventing Workplace Harassment, Discrimination and Retaliation - City of Fremont Fire Department - Fremont - March 4, 2013

CFRA, Protected Leaves including Pregnancy Disability - County of Sonoma - Sonoma - March 1, 2013

Introduction to Public Service - Humboldt County ERC - Eureka - February 27, 2013

Ethics in Public Service - Humboldt County ERC - Eureka - February 26, 2013

Disability Discrimination/Family and Medical Care Leave/ Disability Retirement: Administering Overlapping Laws - Mendocino County ERC - Ukiah - February 21, 2013

Prevention of Sexual Harassment - USDA Forest Service - Sonora - February 8, 2013

Best Practices in Personnel Management - City of Stockton - Stockton - February 6, 2013

Best Practices in Personnel Management - City of Stockton - Stockton - February 5, 2013

Checking References: The Most Important Part of the Hiring Process - Liebert Cassidy Whitmore - January 23, 2013

Title VII of the Civil Rights Act - USDA Forest Service - Redding - December 5, 2012

Accommodating Bad Behavior: We're Not Going to Take It - San Mateo County ERC - San Mateo - November 14, 2012

Preventing Workplace Harassment, Discrimination and Retaliation and Management Training - Fairfield-Suisun Sewer District - Fairfield - November 7, 2012

Managing the Marginal Employee - California Association of Crime Labatory Directors (CACLD) Fall Meeting - Sacramento - November 5, 2012

Public Sector Investigations - Association of Workplace Investigators (AWI) Annual Conference - Oakland - November 2, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - REMIF - Ukiah - October 18, 2012

Accommodating Bad Behavior: The Limits on Disciplining Disabled Employees - Gold Country ERC - Webinar - October 17, 2012

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Preventing Workplace Harassment, Discrimination and Retaliation - City of Half Moon Bay - Half Moon Bay - October 3, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - REMIF - Rohnert Park - September 27, 2012

Supervisory Skills for the First Line Supervisor/Manager - El Dorado Irrigation District - Placerville - September 26, 2012

Disability Discrimination/Family and Medical Care Leave/Workers' Compensation/Disability Retirement: Administering Overlapping Laws - Bay Area ERC - Los Altos - September 20, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - NorCal ERC - Concord - September 19, 2012

Public Sector Employment Law Update - NorCal ERC - Concord - September 19, 2012

Leaves, Leaves and More Leaves - Napa/Solano/Yolo ERC - Vacaville - September 13, 2012

Accommodating Bad Behavior: The Limits on Disciplining Disabled Employees - Napa/Solano/Yolo ERC - Vacaville - September 13, 2012

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

Prevention of Sexual Harassment - USDA Forest Service - San Bernardino - September 7, 2012

Labor and Employment Relations Issues During Lean Economic Times - San Joaquin Valley ERC - Manteca - September 6, 2012

Accommodating Bad Behavior: The Limits on Disciplining Disabled Employees - San Joaquin Valley ERC - Manteca - September 6, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - REMIF - Arcata - August 23, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - REMIF - Fortuna - August 22, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - REMIF - Rohnert Park - August 17, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - REMIF - Rohnert Park - August 16, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - REMIF - Rohnert Park - August 15, 2012

Ethics in Public Service - City of Sunnyvale - Sunnyvale - August 9, 2012

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Prevention of Sexual Harassment - USDA Forest Service - Redding - August 3, 2012

Prevention of Sexual Harassment - USDA Forest Service - Goleta - July 31, 2012

Discipline: Putting It Into Practice - El Dorado Irrigation District - Placerville - July 26, 2012

Ethics in Public Service - Town of Hillsborough - Hillsborough - July 18, 2012

Managing the Marginal Employee - UC Davis Forensic Science Lab Leadership Program - Davis - June 29, 2012

Prevention of Sexual Harassment - USDA Forest Service - Vallejo - June 26, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - City of Chico - Chico - June 25, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - Humboldt County - Eureka - June 19, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - Humboldt County - Eureka - June 18, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - Town of Truckee - Truckee - June 14, 2012

Preventing Workplace Harassment, Discrimination and Retaliation - Town of Truckee - Truckee - June 13, 2012

Mitigating Employment Liability Risks for Law Enforcement - ERMA - Coalinga - June 6, 2012

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