



T. Oliver Yee

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EXPERIENCE

Oliver provides representation and legal counsel to Liebert Cassidy Whitmore's city, county, special district, community college district, charter school, and public safety clients. He leads the firm's Audit Services Practice Team. In addition, his practice involves representing and advising clients on a variety of labor and employment issues including labor negotiations, personnel rules and policies, the Fair Labor Standards Act, laws and regulations of public employment retirement plans, the Brown Act and Public Records Act, unfair labor practices, employee grievances, leave and disability issues, and disciplinary actions.

Oliver is an experienced labor negotiator, having represented public agency clients as their chief negotiator in all aspects of the negotiations process, from the pre-negotiations planning phase up to and including impasse and fact finding. Oliver has also successfully navigated through an employee strike, serving as lead counsel and chief negotiator during a historical teachers strike. He has also successfully represented clients before the Public Employment Relations Board, and regularly provides advice and counsel on negotiations and labor relations strategy. In addition, Oliver regularly provides advice and counsel on retirement issues, and has successfully represented clients on appeals involving CalPERS and disability retirement determinations.

Oliver also specializes in providing audit services. He relies on his vast experience in labor relations and litigation to bring thoughtful and innovative review and analysis to the audit process. He is an author of the Liebert Model Personnel Policy Portal (LMP3), a set of model personnel policies for public agencies, and regularly audits personnel rules, administrative policies, and employee handbooks. In addition, Oliver's successful representation of clients in FLSA litigation enables him to be an effective auditor on FLSA-related issues.

Oliver has successfully represented clients in class action matters involving the FLSA, and single plaintiff litigation employment matters in both state and federal court from inception through discovery, pre-trial proceedings, and settlement or trial. He has also successfully defended agencies in disciplinary actions, and regularly advises clients on disciplinary matters.

Oliver is a prolific and dynamic presenter in Liebert Cassidy Whitmore's training program. He regularly trains governing bodies, managers, supervisors and human resources personnel. He also frequently presents at public sector conferences on relevant labor and employment topics. Oliver relies on his extensive training experience to provide proactive and preventative advice and counsel to clients.

Oliver serves as the Personnel Chapter Chair of the League of California Cities Municipal Law Handbook. In 2013, 2014 and 2015, Oliver was named a Southern California *Super Lawyers Rising Star* – Labor and Employment Law.

EDUCATION

JD, Washington University School of Law, St. Louis

BA, Washington University, St. Louis

MA, Washington University, St. Louis

LEGAL EXPERTISE

Audit Services
Employment Law
Labor Relations & Collective Bargaining
Public Education
Public Safety
Retirement, Health & Disability
Litigation Services
Wage & Hour

REPRESENTATIVE MATTERS

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) - This FLSA collective action sought compensation for unreported overtime and certification of a class of 700 IHSS social workers who evaluated IHSS recipients' needs and made recommendations regarding the services to be performed by IHSS providers. We successfully defeated plaintiffs' attempt to certify the class and limited the case to just one social worker. The case then settled for nuisance value.

Petersen Law Firm v. City of Los Angeles (2009 and 2013) - Represented City and individual defendants in an action in which they prevailed on an Anti-SLAPP motion in a case challenging investigation of police officers. After the matter was appealed and remanded, the trial court reconsidered the City's motion for attorney's fees and ruled that the City was entitled to recover the entire amount of attorney's fees and costs it requested.

Bentley v. County of Los Angeles, et al (2009) - 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.

NEGOTIATIONS

City of Santa Barbara - Oliver served as chief negotiator during collective bargaining agreement negotiations with the City's public safety units.

City of La Verne - Oliver served as chief negotiator during collective bargaining agreement negotiations with the City's public safety units.

City of Redlands - Oliver served as chief negotiator during collective bargaining agreement negotiations

with the City's public safety units.

City of Whittier - Oliver served as chief negotiator during collective bargaining agreement negotiations with the City's miscellaneous employee unit.

City of Cudahy - Oliver served as chief negotiator during collective bargaining agreement negotiations with the City's miscellaneous employee unit.

City of Bell Gardens - Oliver has provided advice and counsel over the years during the City's collective bargaining agreement negotiations and in its labor relations with its employee groups.

City of Sierra Madre - Oliver has provided advice and counsel over the years during the City's collective bargaining agreement negotiations and in its labor relations with its employee groups.

Barstow Community College District - Oliver served as chief negotiator during collective bargaining agreement negotiations with the District's faculty and miscellaneous employee units.

The Accelerated School - Oliver served as chief negotiator during collective bargaining agreement negotiations with the School's teacher and miscellaneous employee units.

Orange County Cemetery District - Oliver served as chief negotiator during collective bargaining agreement negotiations with the District's miscellaneous employee unit.

AFFILIATIONS

California Council of School Attorneys (CCSA)

AWARDS

Selected for inclusion in Southern California *Super Lawyers Rising Stars* in the field of Labor and Employment, 2013-2015

PUBLICATIONS

Negotiating Modifications and Coalition Bargaining, Sep 19, 2017

Independent Contractor = No CalPERS Membership, Right? Not so Fast!, May 24, 2016

Prevention, Prevention, Prevention! It's Time to Audit Your Agency's Personnel Rules, Apr 14, 2016

Top 5 Questions for Conducting MOU Review, Apr 13, 2016

Achieving Brown Act Success: What Are The Top Five "Dos And Don'ts" For Closed Session?, Jul 24, 2015

Drafting MOU Language Following a Tentative Agreement, May 6, 2015

PRESENTATIONS

Harassment Prevention: Train the Trainer Refresher (Los Angeles, CA), Dec 19, 2019

Train the Trainer Refresher: Harassment Prevention, Liebert Cassidy Whitmore, Los Angeles, Dec 19, 2019

Harassment Prevention: Train the Trainer (Los Angeles, CA), Dec 17, 2019

Train the Trainer: Harassment Prevention, Liebert Cassidy Whitmore, Los Angeles, Dec 17, 2019

SDLA Board's Role in Human Resources, California Special Districts Association (CSDA), Ventura, Oct 11, 2019

Harassment Prevention: Train the Trainer Refresher (Los Angeles, CA), Sep 17, 2019

A General Manager's Guide to Bringing Out the Best in their Boards, Commissions and Elected Officials, California Special Districts Association (CSDA) General Manager Leadership Summit, Newport Beach, Jun 25, 2019

Preventing Workplace Harassment, Discrimination and Retaliation, City of Newport Beach, Newport Beach, Jun 12, 2019

Management Guide to Public Sector Labor Relations, Los Angeles Homeless Services Authority, Los Angeles, May 13, 2019

2019 Labor Law Update, California Society of Municipal Finance Officers (CSMFO) Inland Empire Chapter Meeting, Ontario, Mar 21, 2019

The Art of Writing the Performance Evaluation, Ventura/Santa Barbara ERC, Thousand Oaks, Mar 20, 2019

File That! Best Practices for Document and Record Management, Ventura/Santa Barbara ERC, Thousand Oaks, Mar 20, 2019

Issues and Challenges Regarding Drugs and Alcohol in the Workplace, East Inland Empire ERC, Fontana, Mar 14, 2019

Negotiating Modifications to Retirement and Retiree Medical, East Inland Empire ERC, Fontana, Mar 14, 2019

Issues and Challenges Regarding Drugs and Alcohol in the Workplace, East Inland Empire ERC, Fontana, Mar 14, 2019

Negotiating Modifications to Retirement and Retiree Medical, East Inland Empire ERC, Fontana, Mar 14, 2019

Train the Trainer Refresher: Harassment Prevention, Liebert Cassidy Whitmore, Los Angeles, Mar 6, 2019

Labor Negotiations Post Janus, Community College League of California (CCLC) CEO Symposium, San Diego, Mar 2, 2019