



## Peter J. Brown

Partner | Los Angeles

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### EXPERIENCE

Peter Brown has been involved in all areas of Liebert Cassidy Whitmore's practice since 1989. His career has evolved from representing public agencies in litigation and all types of administrative hearings to now, where he spends most days - at the collective bargaining table or in a City Council or Board meeting advising on labor negotiations.

Peter has a unique talent in promptly developing an expertise in most of the laws which impact our public agency clients including the labor relations statutes and those which the Fair Labor Standards Act, the Family Medical Leave Acts. Many of the firm's clients have come to rely on his advice in guiding them in these constantly changing areas of law as well as on problem solving many of the labor issues our clients face.

Peter has also distinguished himself as a sought-after speaker, author and trainer on topics that impact our firm's clients. He speaks at numerous conferences throughout the state of California and nationally on public sector labor and employment law topics.

Peter is one of the most prolific and popular presenter in the firm's renowned training activities. Although Peter spends most of his time out at public agencies or in workshops or conference presentations, he finds that the most enjoyable part of the practice of public sector labor and employment law is advising clients how to resolve day-to-day problems. "Helping people resolve a difficult problem is very gratifying. It is why I went to law school." "I want the client to not only know the answer but specifically what the law says. I show them the law. Most people are visual."

Peter is the Chair of the firm's Labor Relations and Wage & Hour Practice Groups. As Chair, Peter is responsible for developing both internal training for the attorneys as well as external training to the firm's clients on the latest Labor Relations and Wage & Hour developments.

Peter has also published numerous articles and has authored the CPER pocket guide to the Family and Medical Care Leave Acts since 1997.

### EDUCATION

JD, Hofstra University School of Law, New York  
BA, State University of New York at Binghamton

### LEGAL EXPERTISE

Audit Services  
Employment Law  
Labor Relations & Collective Bargaining

Public Education  
Public Safety  
Wage & Hour

**REPRESENTATIVE MATTERS  
NEGOTIATIONS**

**City of Anaheim** - Fire negotiations

**City of Beverly Hills** - MEA; Police; Police Management, Fire, Safety Support, Confidential, Management and Professional, Part-Time MEA and Supervisors

**City of Costa Mesa** - Fire and Police

**City of Glendale** - IBEW

**City of Garden Grove** - Police

**City of Huntington Beach** - Firefighters' Association, Police Officers' Association and Police Management Association

**City of Laguna Beach** - Fire, Police, MEA and the Police/Fire Management Association

**City of Manhattan Beach** - Mid Management Association, Teamsters (General employees), Fire and Police, and Police Management Association

**City of Newport Beach** - Police; Police Management, Fire, Lifeguards, Lifeguard Management, OCEA, Professional and Tech and CEA

**Orange County Fire Authority** - OCEA (non-safety), Local 3631 (Fire Association), OCFAMA (Management Association and Chief Officers Association)

**City of Palm Springs** - General Units (SEIU, Local 721), Police, Police Management Fire, Fire Management and Management and Professional Employees

**City of Pasadena** - IUOE and IBEW

**County of Riverside** - RSA - Sheriff's Association - Law Enforcement Management Association and the DDAA (Association of County Attorneys)

**Santa Ana** - Police and SEIU - General employees

**Tustin** - Police, Police Management, Safety Support and OCEA (Municipal Employees)

**AWARDS**

Selected for inclusion in Southern California *Super Lawyers*, (2007-2010, 2012-2017, 2019)

Top 75 Labor & Employment Lawyers, *Daily Journal* (2012-2014, 2016)

NPELRA President's Award, (2012)

CalPELRA Award of Excellence, (2006)

## **PUBLICATIONS**

**The Long-Awaited FLSA Salary Basis Update Is Finally Here**, Sep 24, 2019

**DOL May Update Overtime Rate Regulations for First Time in 50 Years**, Sep 13, 2019

**Minimum Wage Applies to Charter Cities And All Counties**, Apr 1, 2019

**Evaluating "Flores" Compliance at the Table**, Mar 27, 2018

**Labor Negotiations in 2017 - My Life at the Table**, Dec 14, 2017

**Use of Supposals, Packaged Supposals & Proposals**, Nov 22, 2017

**To Be or Not to Be an Adverse Employment Action - What is Paid Administrative Leave?**, Nov 21, 2017

**Sidebars in Labor Negotiations**, Jun 8, 2016

**MOU Audits and Reviews**, Jan 7, 2015

**Three LCW Partners Have Been Named "Top Labor & Employment Lawyers" by the *Daily Journal***,  
*Press Release* Jul 16, 2014

## **PRESENTATIONS**

**CALPELRA Sparks: Navigating And Negotiating Health Benefits**, California Public Employer Labor Relations Association (CALPELRA) 2019 Annual Training Conference, Monterey, Nov 22, 2019

**FLSA for Labor Negotiators**, California Public Employers Labor Relations Association (CALPELRA) 2019 Annual Training Conference, Monterey, Nov 20, 2019

**Communication Counts!**, Almansor Court, Alhambra, Nov 14, 2019

**Preventing Workplace Harassment, Discrimination and Retaliation**, San Pedro United Methodist Church, San Pedro, Nov 14, 2019

**Legal Update - What Are The Courts Doing Now?**, Public Employer Labor Relations Association of California (PELRAC) Annual Conference, Cathedral City, Sep 27, 2019

**Advanced Negotiations - Is Enough Ever Enough?**, Public Employer Labor Relations Association of California (PELRAC) Annual Conference, Cathedral City, Sep 27, 2019

**Effectively Using Public Safety FLSA Work Periods**, Sep 4, 2019