



Kevin J. Chicas

Associate | San Diego

kchicas@lcwlegal.com

Tel: 310.981.2059

EXPERIENCE

Kevin Chicas is an experienced Associate in Liebert Cassidy Whitmore's San Diego office where he provides advice and representation to the firm's clients in labor, employment, and litigation matters. As a member of the firm's Labor Relations practice group, Kevin regularly advises and represents clients in navigating their various meet and confer obligations under the MMBA, EERA, and TEERA. Kevin also regularly represents agencies before PERB on matters such as unfair practice charges, representation issues, and requests for injunctive relief. Additionally, as part of Kevin's continuing practice in bargaining unit representation matters, Kevin served a lead role in advising clients in complying with the U.S. Supreme Court's decision in *Janus v. AFSCME* and Senate Bill 866. Kevin also represents clients at the bargaining table, negotiating matters such as compensation, mandatory access under A.B. 119, employee communication, and other terms and conditions of employment.

Kevin also has experience in litigation from the initial pleading stages, through discovery, and in filing pre-trial motions, including motions for summary judgment. In addition to his work on litigation matters, Kevin advises employers during all stages of the disciplinary process, from investigation, to review of notices, attending *Skelly* reviews, and handling administrative appeals and grievances.

Prior to joining Liebert Cassidy Whitmore, Kevin worked for Tulare County as a Deputy County Counsel and as a litigation associate with a California based firm. He received his JD from the University of Minnesota Law School, where he graduated *cum laude*, and his BA from the University of California, Irvine, where he graduated *magna cum laude*.

EDUCATION

JD, University of Minnesota Law School

BA, University of California, Irvine

LEGAL EXPERTISE

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

PUBLICATIONS

Third Party Independent Contractor Agreements Do Not Guarantee Protection from CalPERS Membership, Jun 18, 2019

Mandatory Agency Shop Fees Ruled Unconstitutional in *Janus v. AFSCME*, Jun 27, 2018

PRESENTATIONS

The Art of Writing the Performance Evaluation, San Diego Fire Districts, San Diego, Oct 9, 2019

Preventing Workplace Harassment, Discrimination and Retaliation, City of National City, National City, Sep 24, 2019

Labor Code 101 for Public Agencies, North San Diego County ERC, Vista, Sep 17, 2019

Privacy Issues in the Workplace, North San Diego County ERC, Vista, Sep 17, 2019

Leaves, Leaves and More Leaves, Orange County Consortium, Buena Park, Jun 19, 2019

Ethics in Public Service, City of Rancho Cucamonga, Rancho Cucamonga, Jun 13, 2019

Preventing Workplace Harassment, Discrimination and Retaliation, City of Lynwood, Lynwood, Mar 27, 2019