



## Matthew Nakano

Associate | San Francisco

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### EXPERIENCE

Matthew advises and represents clients in all aspects of labor, employment and education law. Matt has advised and represented a number of cities, counties, special districts, public school and community college districts in cases involving leave issues, employee discipline and termination, layoffs, and general personnel matters. He has defended agencies and districts against unfair labor practice charges filed under the Meyers-Milias-Brown Act (MMBA) and Educational Employment Relations Act (EERA). Matt is also experienced in advising clients on the disability interactive process, reasonable accommodations, employee grievances, and retirement issues.

Matt was selected as a *Northern California Super Lawyers - Rising Star* in 2019.

### EDUCATION

JD, University of San Francisco School of Law  
BS, University of Southern California

### LEGAL EXPERTISE

Employment Law  
Labor Relations & Collective Bargaining  
Litigation Services  
Public Education  
Retirement, Health & Disability

### REPRESENTATIVE MATTERS

#### ADMINISTRATIVE HEARINGS

***Employee v. Agency (2015)*** - Prevailed in an appeal before a committee of the Board of Trustees which upheld employee separation due to inability to reasonably accommodate employee.

#### LITIGATION

***Galos v. City of Sunnyvale (2013)*** - Obtained summary judgment in favor of City on Plaintiff's claims that he was denied a reasonable accommodation of his disability and harassed based on his disability. He also claimed that he was retaliated against for complaining to the City's Human Resources Department and the DFEH.

#### PERB

***SEIU, Local 1021 v. County of Calaveras (2015)*** - Represented the County in unfair labor practice

proceedings before a Public Employment Relations Board (PERB) administrative law judge. Successfully defended the County against allegations of discrimination/retaliation, interference, and failure to meet and confer in good faith relating to the County's assignment of employees' work site locations. The PERB ALJ determined that the County did not violate the MMBA and dismissed SEIU's complaint and underlying unfair practice charge in its entirety.

**AFFILIATIONS**

California Council of School Attorneys (CCSA)

Bar Association of San Francisco

**AWARDS**

Selected as a *Northern California Super Lawyers - Rising Star* (2019)

**PUBLICATIONS**

**It's a New Fiscal Year - Time to Reset Your CalPERS Stopwatch**, Sep 25, 2018

**Lessons Learned From LCW's "How to Avoid Claims of Disability Discrimination" Seminar**, Aug 1, 2017