



## Paul D. Knothe

Associate | Los Angeles

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### EXPERIENCE

Paul Knothe is an associate in Liebert Cassidy Whitmore's Los Angeles office. Paul advises and represents clients in the areas of employment law and labor relations. Paul has extensive experience in handling employment litigation, grievance arbitrations, administrative hearings, and providing day-to-day legal counsel to clients.

Paul's litigation practice includes matters in state and federal courts, including appellate courts pertaining to alleged discrimination and retaliation, wage-hour issues, and issues surrounding collectively bargained Memoranda of Understanding; handling all aspects of litigation, from case assessment and pre-trial motion practice, through all forms of discovery proceedings, and settlement, to trial. Paul has litigated both class-action and single or multi-plaintiff employment matters.

Paul also regularly conducts thorough workplace investigations, with a focus on high-profile incidents or allegations against senior management personnel.

Prior to joining LCW, Paul practiced labor and employment law in both the public and private sectors.

### EDUCATION

JD, Georgetown University Law Center, Washington, DC  
BA, University of Richmond, Virginia

### LEGAL EXPERTISE

Employment Law  
Labor Relations & Collective Bargaining  
Litigation Services  
Public Safety  
Wage & Hour

### REPRESENTATIVE MATTERS

#### ADMINISTRATIVE HEARINGS

***Police Officers v. City (2015)*** - Currently prosecuting the termination appeals of multiple officers terminated in connection with an internationally renowned incident of excessive force resulting in the death of a citizen.

#### APPELLATE

**Association for Los Angeles Deputy Sheriffs v. County of Los Angeles (2015)** - Published Court of Appeal decision holding that deputy sheriffs' associations that were parties to five MOUs providing for individual arbitration of wage/hour disputes could not combine claims and proceed instead in court in an interest of "judicial efficiency." This opinion arose out of the same matter as *Los Angeles County v. Los Angeles County Employee Relations Commission*.

## LITIGATION

**Munroe v. County of Riverside (2016)** - LCW represented the County of Riverside in a lawsuit brought by a former Deputy County Counsel for violation of the California Equal Pay Act, FEHA gender discrimination and retaliation, discrimination for use of medical leave under the California Family Rights Act, and whistleblower retaliation under Labor Code section 1102.5. The plaintiff alleged that her male counterpart was paid significantly more even though she had more experience and was performing comparable work and that her termination was retaliatory. LCW obtained summary judgment on all claims.

**Romero v. City of Barstow; City of Barstow v. Barstow Police Officers Association (2015)** - Defeated a petition for writ of mandate and obtained an order confirming arbitration award where terminated police officer claimed that he was entitled to judicial review of binding arbitration award under the POBR and Constitutional due process.

**Los Angeles County v. Los Angeles County Employee Relations Commission (2013)** - Obtained a writ of mandate overturning the order of the Employee Relations Commission combining into one multi-class action approximately 10,000 wage-hour claims that were required to be brought individually under the terms of five Memoranda of Understanding between the Association and the County.

## PUBLICATIONS

**U.S. Supreme Court Unanimously Rules Civil Asset Forfeitures are Subject to Eighth Amendment**, Feb 26, 2019

**Governor Signs SB 1421 and AB 748, Dramatically Increasing Public Access to Peace Officer Personnel Records**, Jan 2, 2019

**New Legislation Would Dramatically Change "Pitchess" Regime and Public Records Act; Allows Increased Public Access to Investigations and Body Camera Video**, Sep 6, 2018

**New Legislation Dramatically Changes "Pitchess" Regime and Public Records Act; Allows Increased Public Access to Investigations and Body Camera Video**, Sep 4, 2018

**California Legislature Aims to Clarify Salary History and Equal Pay Statutes**, Aug 21, 2018

**New Statute Prohibits Inquiries into Applicant's Private Sector Salary History**, *Business & Facilities* Nov 2, 2017

**New Statute Prohibits Inquiries Into Applicant's Private Sector Salary History**, Oct 31, 2017

**Accommodating the Religious Practices of a Diverse Workforce**, Sep 7, 2017

**Discipline for Officer-Provoked Force Incidents after *County of Los Angeles v. Mendez***, Jun 27, 2017

**New Regulations Give Applicants and Employees with Criminal History a Fresh Start; Employers**

**Should Take a Fresh Look at their Decision-Making Practices**, Apr 18, 2017

**New Expanded Fair Pay Protections**, Jan 20, 2017

**New Expanded Fair Pay Protections**, Jan 14, 2017

**California's Fair Pay Protections for Employees Expand in the New Year**, Jan 4, 2017

**You're Ready for the Election to Be Over. But Are You Ready for Election-Related Employment Issues?**, Oct 25, 2016

**Court of Appeal Rules Custodial Deputies are Exempt from CCW Permit Requirement**, Sep 1, 2016

**FBOR 'Performance of Official Duties' - *Seibert v. City of San Jose* Addresses What this Provision Means, Although Questions Remain**, Jul 6, 2016

**Ninth Circuit Clarifies Analysis of Reasonableness of Use of Force by Police**, May 5, 2016

**Justice Antonin Scalia (1936-2016)**, Feb 16, 2016

**Attorney General Issues Opinion Approving *Brady* List Procedures**, Oct 16, 2015

#### **PRESENTATIONS**

**AB 1749 Workers' Compensation: Off-Duty Peace Officers**, Southern California Public Agency Risk Management Association (PARMA) Chapter Meeting, La Palma, Mar 21, 2019