



Gary E. Scalabrini, Esq.

Partner

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Practice Areas:

Complex Business Litigation;
Employment and Labor Law

Education:

University of California,
Hastings College of the Law
(J.D.), San Francisco, CA,
1992

University of Southern
California (B.S., Business
Administration, *cum laude*),
Los Angeles, CA, 1987

Mr. Scalabrini represents employers in all aspects of labor and employment law, including employment discrimination, harassment, wrongful termination, and wage and hour claims. He has extensive experience in employment litigation, including defending against class action lawsuits. He has served as lead counsel in all phases of litigation, from pre-litigation counseling through trial and appeal, including first chair in jury trials.

Mr. Scalabrini counsels clients in various aspects of human resource management, including employee discipline, employee handbooks, policy review and claims prevention. He has conducted numerous investigations pertaining to claims of discrimination and sexual harassment. He has lectured extensively on employment issues, including sexual harassment and discrimination. With respect to traditional labor matters, Mr. Scalabrini advises clients in collective bargaining, existing union relations, trust fund obligations and labor disputes, picketing, strikes, and grievances.

Mr. Scalabrini represents employers at the trial and appellate levels of both state and federal courts, as well as before the U.S. Equal Employment Opportunity Commission, the National Labor Relations Board, and the California Department of Fair Employment and Housing. He has extensive arbitration experience, including litigation before the arbitrator, confirmation of the arbitration award, and appeal of the award.

Mr. Scalabrini advises public and private entities in negotiating and implementing project labor agreements. He has served as outside counsel in negotiating project labor agreements on behalf of owners, public entities and contractors, including project labor agreements for construction of a multimillion dollar university expansion project, construction of an electrical substation and construction of a prison.

Mr. Scalabrini has extensive experience in complex business litigation before both trial and appellate courts. He provides expertise in a wide variety of issues, including business torts, contract disputes, trade secrets and unfair competition. Mr. Scalabrini also has experience in contract creation, review and negotiation in a wide variety of business transactions.

Appellate Court Experience:

Appellate court experience includes petition for review to the California Supreme Court and appellate briefs to the United States Court of Appeals for the Ninth Circuit, the United States Bankruptcy Appellate Panel and the California Court of Appeal. Mr. Scalabrini has argued before the Ninth Circuit Court of Appeals, the United States Bankruptcy Appellate Panel and the California Court of Appeal. Reported Cases: *Oxbow Carbon & Minerals, LLC v. Department of Industrial Relations*, 194 Cal.App.4th 538 (2011); *In re Kaypro (Arrow Electronics, Inc. v. Justus)* 218 F.3d 1070 (9th Cir. 2000); *In re Kaypro (Arrow Electronics, Inc. v. Justus)* 230 B.R. 400 (9th Cir. BAP 1999).

Professional Memberships and Associations:

State Bar of California

Member, Labor/Employment Section of the State Bar

Board member, Parishioners Federal Credit Union, 2000 –2002

Board member, Scalabrini House, Inc., a non-profit corporation providing housing for the developmentally disabled, 2002 – present

Speaking Engagements:

Speaker, California Prevailing Wage Seminar, Lorman Education, August 28, 2012

Speaker, City Attorneys Association of Los Angeles County, Legal Retreat

“New Normal in Labor: Living Wage Ordinances, Project Labor Agreements, and Local Hire Programs.” (March 10, 2012)

Speaker, 18th Annual Gibbs Giden Review Preview Construction Law Seminar, January 26, 2012

Topic: Prevailing Wage and Employment Law Update

Speaker, California Prevailing Wage Seminar, Lorman Education, August 31, 2011

Speaker, 17th Annual Gibbs Giden Review Preview Construction Law Seminar, January 24, 2011

Topic: Project Labor Agreements in 2010/2011

Speaker, Associated General Contractors of America, California Chapter, Legal Retreat

“A New Revival of Project Labor Agreements? Reassessment of Project Labor Agreements under the Obama Administration.” (October 2010)

Bar Admissions:

California Bar No. 161902, 1992

U.S. District Courts Central, Eastern, Northern and Southern Districts of California

U.S. Court of Appeals 9th Circuit, 1982

Certifications/Specialties:

Gary Scalabrini, Esq., (Co- Author), *WARNING to California Contractors - Extended Liability for Prevailing Wage Enforcement Actions; How to Mitigate Your Risk*, "Construction Savvy" (May-June 2014 at p. 15)

Gary E. Scalabrini, *California Construction Law – 2007 Edition*, Chapter 6 - Prevailing Wages and Project Labor Agreements (HLK Global Communications, Inc. 2007)

Publications:

Oxbow Carbon & Minerals v. Department of Indus. Relations, 194 Cal.App.4th 538, 122 (2011)

In Re Kaypro Arrow Electric, Inc. v. Justus, 218 F.3d 1070 (9th Cir. 2000)

Arrow Electric, Inc. v. Justus, 230 B.R. 400 (9th Cir. BAP 1999)