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Workflow

California State Wage & Hour Disputes

Quickly and efficiently find the documents you need to complete the core legal tasks related to California State Wage & Hour Disputes, while understanding how each task fits in to the overall chronology and phases of work for your case.

Typically 30 days

Prelitigation Matters

- ▶ Client Intake
- ▶ Attorney Fee Agreement
- ▶ Pre-litigation Settlement Demand
- ▶ Preservation of Evidence
- ▶ Labor Commissioner Hearings

Typically 30-60 days

Drafting & Responding to the Complaint

- ▶ Drafting the Complaint
- ▶ Class Actions

Workflows

Review a comprehensive roadmap and timeline for the entirety of a legal matter.

How to File Records Under Seal (Los Angeles County)

Hon. Holly J. Fujie and CEB March 13, 2025

Summary

This How-To Guide is intended for use by both plaintiffs' counsel and defense counsel seeking to file records under seal in Los Angeles County Superior Court. Although the Los Angeles Superior Court does not have a local rule governing the filing of records under seal, there is an aspect of sealing that is included in the court's Model Protective Orders.

Carefully research and adapt the following material to the facts and circumstances of your case or matter and verify the currency of the legal authorities. CEB strives to keep all of its county-specific guidance up to date; however, check the Los Angeles County Superior Court website to verify the most recent local rules, standing orders, and other relevant information.

Step 1: Determine Whether a Court Order Is Necessary to File Records Under Seal

How-To Guides

Streamline your legal process with clear, concise, step-by-step guidance, including Judge's perspective and practice notes.

Hiring From a Competitor: Practical Tips to Minimize Litigation Risks

defined as confidential, and any provisions must impact the candidate's postemployment. Determine the efforts the former employer took to protect confidentiality to inform the candidate's postemployment obligations.

Practice Note

If the hiring employer decides not to hire a candidate because of an agreement entered into by him or her, it must ensure that it is a valid agreement to avoid potential liability. (See, e.g., *Silguero v. Casteguard, Inc.* (2010) 187 Cal.App.4th 60.)

IV. Strategic Considerations in Offering Employment

A. Communications With Hiring Employer

Advise the candidate to refrain from using the former employer's e-mail system and to communicate via personal e-mail and other modes of communication with the hiring employer. This is especially important if any communications involve the hiring employer's legal counsel in order to avoid waiving the attorney-client privileges.

B. What to Include in the Offer Letter

On deciding to offer employment to the candidate, the hiring employer should tailor its

Strategy Notes

Leverage insights from seasoned attorneys and judges with outlines of the key strategic and tactical considerations for analyzing new developments, approaching settlement negotiations, or advising your client.

Plaintiff's Opposition to Defendant's Motion in Limine to Exclude Evidence of Claims Outside the Scope of Plaintiff's Second Amended Complaint and LWDA Letter

Memorandum of Points and Authorities

I. Introduction

Plaintiff seeks to enter into evidence that Defendant violated Labor Code section 204 when it removed him from [WORK SITE] and paid him late for his work there on [DATE]. Defendant claims that the late payment is outside of both Plaintiff's Labor and Workforce Development Agency ("LWDA") letter and the Second Amended Complaint ("SAC") and should thus be barred. To the contrary, the claim fits squarely within both documents and should be allowed to proceed.

II. Argument

Defendant admits in its motion that both the LWDA letter and the SAC state:

“§ 204 When a security officer quits or is removed from a site, Defendant typically does not immediately pay the officer. Instead, it waits until the officer's next scheduled payday. This could be as much as 20 days, generally no less than 7 days, and averages at least 13 days.”

— (Defendant's LWDA Letter; Defendant's Second Amended Complaint.)

Both also state that this practice is a violation of Labor Code section 204. (See LWDA letter and SAC ¶ 40.) Directly in line with this allegation, Plaintiff seeks to introduce evidence that he was removed from [WORK SITE] and that he was not paid for his work there until a paycheck weeks later.

Sample Documents

Draft unfamiliar motions using downloadable, high-quality templates, forms, and standard clauses with annotated sample documents from other experienced lawyers.

Pleading a Claim for Aiding or Abetting a Violation of FEHA

II. Elements of Claim

- A predicate FEHA claim (e.g., a pattern or practice of discrimination by the employer).
- The aider and abettor's knowledge that the employer's conduct constituted discrimination.
- The manner in which the aider and abettor gave substantial assistance or encouragement to the employer's conduct. (See *Fiol v. Doellstedt* (1996) 50 Cal.App.4th 1318, 1325.)

III. Statutes of Limitations

- The administrative complaint with the CRD must be filed within 3 years of the alleged act. (Gov. Code, § 12960, subd. (e)(5).)
- The filing period may be extended for up to 90 days if the complainant did not discover the alleged act until after the limitation period expired. (Gov. Code, § 12960, subd. (e)(6)(A).)
- The limitation period may be equitably tolled while the employee voluntarily pursues an internal administrative remedy before filing a complaint with the CRD.

Charts and Checklists

Quickly reference processes with flowcharts and review key tasks and outlines of statutes of limitations, relevant jury instructions, and more.



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