

STEVEN JAY KAPLAN
Law Offices of Steven J. Kaplan, PC
11377 West Olympic Blvd.
Suite 500
Los Angeles, California 90064-1683
(310) 312-1500, ext. 210 (phone)
(424) 652-2221 (fax)
sjkaplan@sjkaplanlaw.com

Steven J. Kaplan practices in all areas of labor and employment law, representing labor unions, employees, employers and employee benefit plans. His experience includes state and federal court jury trial litigation of wrongful termination, discrimination and harassment claims, wage and hour class actions, negotiation of collective bargaining agreements, executive employment contracts and separation agreements, labor and employment law arbitration, and agency practice before government agencies like the National Labor Relations Board, U.S. Department of Labor and California Department of Fair Employment and Housing. Mr. Kaplan is a proponent of the use of mediation and other forms of alternative conflict resolution to settle labor and employment disputes. Among the labor organizations that he has represented are the American Federation of Musicians, the Sheet Metal Workers International Association, the Graphic Communications International Union, the United Food and Commercial Workers Union and the Screen Actors Guild. Mr. Kaplan writes and speaks frequently on subjects in the labor and employment field. Mr. Kaplan also serves as a consultant and expert witness for labor and employment related issues.

EMPLOYMENT

Law Offices of Steven J. Kaplan, PC, Los Angeles, California
Principal, 2009 - present

Rottman•Kaplan, PC, Beverly Hills, California
Principal, 2001 - 2009

Krakow & Kaplan, LLP, Los Angeles, California
Partner, 1993 - 2001

Gilbert & Sackman, A Law Corporation, Los Angeles, California
Principal, 1981 - 1993

Musick, Peeler & Garrett, Los Angeles, California
Associate, 1979 - 1981

National Labor Relations Board, Region 32, Oakland, California
Attorney, 1978 - 1979

EDUCATION

Boalt Hall School of Law
University of California, Berkeley
J.D., May 1978

Research and Development Editor, 1977-1978, Industrial Relations Law
Journal (now the Berkeley Journal of Employment and Labor Law).

University of California, Berkeley
B.A., 1974, History, With Great Distinction in General Scholarship, Phi
Beta Kappa

PROFESSIONAL ORGANIZATIONAL MEMBERSHIP

Los Angeles County Bar Association, Labor & Employment Law Section, Executive
Committee and Past Chair (2004 - 2005)

Fellow, College of Labor and Employments Lawyers

California State Bar Labor and Employment Law Section; Past Member of Executive
Committee

American Bar Association, Labor and Employment Law Section, Past Co-Chair,
Committee on Union Administration & Procedure; Current Member, International Labor
and Employment Law Committee

Lawyers Coordinating Committee, AFL-CIO

National Employment Lawyers Association

California Employment Lawyers Association

American Constitution Society

CIVIC ACTIVITIES

Jewish Funds for Justice, Board of Directors

Progressive Jewish Alliance, Founder, Past President; Recipient, Isaiah Award (2007)

American Jewish Congress, Pacific Southwest Region, Past President

Los Angeles Jewish Community Relations Committee

Los Angeles Jewish Commission on Sweatshops, Co-Chair

SELECTED PUBLICATIONS

“Under Suspicion,” Los Angeles Lawyer, June 1998, Vol. 21, No. 4.

“Industrial Dystopia - Richard Vigilante, Strike; The Daily News War and the Future of American Labor” (Book Review), 9 California Labor & Employment Law Quarterly 13 (1995)

"Injunctions," Chapter 39, California Civil Procedure Before Trial, (Continuing Education of the Bar, 1990)

“John Deklewa & Sons: The Great Leap Backward,” 6 California Labor & Employment Law Quarterly 9 (1987)

"Statutory Protection Against Wrongful Termination," The Employee Termination Handbook (Wiley Interscience, 1986)

"The Protection of Employee Privacy," The Employee Termination Handbook (Wiley Interscience, 1986)

Injunctions
(Continuing Education of the Bar, 1985)

SELECTED SPEAKING ENGAGEMENTS

Los Angeles County Bar Association
31st Annual Labor & Employment Law Symposium
March 31, 2011, Los Angeles, California
Subject: Wait, Wait! Don't Rule Against Me!

Los Angeles County Bar Association
June 30, 2010, Los Angeles, California
Subject: Releases and Res Judicata in Class Action Litigation

American Bar Association
April 1, 2008, Dana Point, California
Subject: Employment Litigation Training Skills: Avoiding / Exploiting Pleading Pitfalls

Los Angeles County Bar Association
February 9, 2008, Los Angeles, California
Subject: Anatomy of the Plaintiff's Employment Lawsuit

Los Angeles County Bar Association
International Employment Law Symposium
April 7, 2006, Los Angeles, California
Subject: Privacy Rights & Confidentiality Concerns, Workplace Harassment and Discrimination, Counseling Multi-National Employees, Prosecuting International Employment Disputes

Los Angeles County Bar Association
Labor & Employment Law Section Retreat
April 1, 2006, Ojai, California
Subject: Statutory Claims of Unionized Employees: What Forums and Remedies Are Available to Plaintiffs' Lawyers and Unions?

Los Angeles County Bar Association
Entertainment Industry Labor & Employment Law Conference,
December 2, 2005, Universal City, California
Subject: Get Real: Wage and Hour Claims In the Reality Television Industry

Straus Institute for Dispute Resolution
Guest Lecturer, March 17, 2005
Subject: Employment Law for Mediators

UCLA Employment Law Class (Prof. Gillian Lester)
Guest Lecturer, August 26, 2004
Subject: Employee and Employer Status Tests

22nd Annual Labor Law Conference (Sponsored by Orange County Industrial Relations Research Association, National Labor Relations Board & Federal Mediation & Conciliation Service)
July 14, 2004, Anaheim, California
Subject: What You Don't Know About Wage & Hour Law Can Hurt You

Southwestern Law School Labor Law Class (Adj. Prof. M. Wolfram)
Guest Lecturer, November 12, 2003
Subject: Federal Labor Law Garmon Preemption

UCLA Employment Law Class (Prof. Gillian Lester)
Guest Lecturer, September 4, 2003
Subject: Judicial Trends Favoring Mandatory Arbitration of Employment Disputes

American Bar Association Regional Institute: Labor & Employment Law
September 26, 2002, Los Angeles, California
Subject: Ethical Issues in Employment Litigation

California State Bar, Labor & Employment Law Section
October 19, 2001, La Costa, Carlsbad, California
Subject: The Federal Arbitration Act and the Arbitration of Employment Law Disputes

Cornell University PERC Institute on Conflict Resolution (co-sponsored with American Bar Association)
September 10-11, 2001, Monterey, California
Subjects: Introduction to Public Sector Employment Law and Employment Discrimination Law

19th Annual Labor Law Conference (Sponsored by Orange County Industrial Relations Research Association, National Labor Relations Board & Federal Mediation & Conciliation Service)
July 19, 2001, Anaheim, California
Subject: Mandatory Arbitration in Non-Union Employment: Enforcement and Opposition Strategies

Association for Conflict Resolution, Los Angeles Chapter (formerly SPIDR-LA)

May 2001, Pasadena, California

Subject: The California Supreme Court's Armendariz Decision

17th Annual Labor Law Conference (Sponsored by Orange County Industrial Relations Research Association and National Labor Relations Board)

July 27, 1999, Anaheim, California

Subject: Electronic Surveillance in the Workplace

Labor and Employment Law Section of the State Bar of California

The 16th Annual Meeting

Berkeley, California, October 31, 1998

Subject: Conducting Employee Investigations After Cotran

Los Angeles County Bar Association

Los Angeles, California, May 19, 1998

Subject: Concerted Activities: For Whom the Whistle Blows

Los Angeles County Bar Association

Los Angeles, California, September 27, 1997

Subject: Behind the Screen Door: Update on the Law of Drug Testing in the Workplace

15th Annual Labor Law Conference (Sponsored by Orange County Industrial Relations Research Association and National Labor Relations Board)

July 22, 1997, Anaheim, California

Subject: Investigating Employee Misconduct

California State Bar Education Institute

June 3, 1995, Monterey, California

Subject: Update on the Law of Sex Harassment

Los Angeles County Bar Association

February 17, 1994, Los Angeles California

Subject: Practical Aspects of Arbitration for Non-Represented Employees

Los Angeles County Bar Association
Entertainment Industry Labor Law Conference,
November 5, 1993, Universal City, California
Subject: Americans With Disabilities Act and the Family and Medical Leave Act

California State Bar Education Institute
May 14-16, 1993, Monterey, California
Subject: Labor Law Problems for the General, Business and Corporate Practitioner

National Lawyers Guild 1993 Far Western Regional Conference
March 27, 1993, San Diego, California
Subject: Legal Issues Arising from the 1992-93 Southern California Drywall Workers Strike

10th Annual Labor Law Conference (Sponsored by Orange County Industrial Relations Research Association and National Labor Relations Board)
July 22, 1992, Anaheim, California
Subject: Labor Relations and the Health Care Crisis

Orange County Industrial Relations Research Association
September 26, 1990, Anaheim, California
Subject: Recent Legal Developments Affecting Union Democracy and Internal Union Administration

Los Angeles County Bar Association, Corporate Law Departments
April 1989, Rancho Santa Fe, California
Subject: Wrongful Discharge Law Update

Ventura County Trial Lawyers Association,
February 28, 1989, Oxnard, California
Subject: Foley v. Interactive Data Corporation and Its Aftermath

Los Angeles Industrial Relations Research Association
February 21, 1989, Los Angeles, California
Subject: Foley v. Interactive Data Corporation and Its Aftermath

Beverly Hills Bar Association, Labor Law Section,
October 29, 1988, Beverly Hills, California
Subject: Update on Unlawful Termination Case Law in California and the Federal Courts

State Bar of California, Annual Convention,
September 23, 1988, Monterey, California
Subject: Foley v. Interactive Data Corporation and the California Supreme Court

6th Annual Labor Law Conference (sponsored by Orange County Industrial
Relations Research Association and National Labor Relations Board)
July 13, 1988, Anaheim, California
Subject: Federal Preemption of State Wrongful Termination Law

REPRESENTATIVE APPELLATE CASES

Dall v. Albertson's, Inc.
(9th Cir. 2007) 234 Fed.Appx. 446, 2007 WL 1423727, 181 L.R.R.M. (BNA) 3302,
26 I.E.R. Cases 101

Metropolitan Water District v. Superior Court (Cargill)
32 Cal.4th 491 (2004) (amicus curiae)

Avery-Dennison (Graphic Communications Union)
330 NLRB No. 56 (1999)

Loder v. City of Glendale
14 Cal.4th 846 (1997) (brief only)

Davis v. Continental Airlines
59 Cal.App.4th 205 (1997)

Litton v. N.L.R.B.
501 U.S. 190, 111 S.Ct. 2215, 115 L.Ed.2d 177 (1991)
(brief only)

Carpenters Southern California Administrative Corp. v.
El Capitan Development Co.
53 Cal.3d 1041 (1991) (amicus curiae)

Screen Extras Guild, Inc. v. Superior Court
51 Cal.3d 1017 (1990)

Foley v. Interactive Data Corporation
47 Cal.3d 654 (1988)

United Food and Commercial Workers Union v.
Food Employers Council
827 F.2d 519 (9th Cir. 1987)