

# Daniel J. Coyle

## Partner

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## Practice Areas

[Employment Law](#)



**Dan Coyle works on a daily basis to assist regional and national employers in navigating the complex and constantly changing landscape of California employment law.**

Described by clients as efficient, detail-oriented and accessible, Dan applies more than 35 years of relevant experience to collaborate with clients in shaping the most practical and effective strategies to meet their employment law needs.

Dan has successfully defended individual and class action employment claims in state and federal court and private arbitrations. He has significant experience in defending employers against discrimination, harassment, wrongful termination and wage and hour claims, including class actions ranging from 50 to 1,500 class members. Dan has defeated class certification motions of national and state classes. He also represents public employers in employee discipline and post-termination due process hearings.

Dan has an excellent record in counseling clients through difficult employment issues and employee problems without claims or litigation. Such matters include:

- Planning and implementing large-scale reductions in force
- Obtaining workplace violence restraining orders in response to employee threats and stalking
- Negotiating executive severance agreements
- Responding to problem employee behaviors or performance
- Assisting clients in investigating employee theft and embezzlement, recovering losses and, where appropriate, involving law enforcement for prosecution

Dan also works with employers to prepare and execute contracts, severance agreements, confidentiality and nondisclosure agreements, employee handbooks and policies.

## Representative Experience

- Successful defense of race discrimination claim against multi-state grocer following three-week jury trial in Superior Court and subsequent related one-week trial in Federal Court.
- Obtained dismissal through motion for summary judgment of whistleblower and wrongful termination claims by former employees against national health care firm in Superior Court.
- Successful prosecution of breach of contract claim by former executive against high-tech company following

multi-day arbitration in which arbitrator awarded in excess of \$250,000 in fees and costs.

- Defeated motion for class certification of wage and hour claims of 70 employee class of maintenance workers.
- Worked with regional grocery chain to successfully implement a reduction in force of over 150 positions without any resulting litigation.
- Lead counsel in defeating motion for class certification of nationwide wage and hour suit seeking to certify a class of over 1,500 sales employees of retail supplier.
- Obtained dismissal through motion for summary judgment of disability discrimination and failure to accommodate claims by warehouse employee, which was upheld on appeal to the Third District Court of Appeal.
- Obtained California EDD employment tax refund in excess of \$600,000 following Superior Court bench trial upholding independent contractor status of 145 owner-operator truck drivers.
- Obtained ruling from state Administrative Law Judge following multi-day hearing upholding termination of public water district employee for insubordination and damaging a federal water facility.

## **Professional Affiliations**

### **Professional, Community and Pro Bono Involvement**

- Sacramento County Bar Association, Labor and Employment Law Section, member 1985-Present, former Executive Committee Member
- State Bar of California, Employment Law Section, Member, 1985 – present
- City Year Sacramento – Advisory Board Member, 2018 – present
- Society of St. Vincent de Paul, “Benefit for the Poor” dinner, Advisory Board, 2012 – 2016, Member
- Legal Services of Northern California Valentine Run, Organizing Committee, 2008 – 2019, Member
- Sacramento Pioneer Association, Member Board of Directors, 2000 – 2010
- Numerous client training and Continuing Education Seminars

### **Honors and Rankings**

- AV® Preeminent™ ” Rating by Martindale-Hubbell, 2000 – present
- Northern California Super Lawyers, 2005, 2011 – 2020 (Top 100: 2019)
- Best Lawyers in America

### **Education**

- J.D., Santa Clara University School of Law, Deans List 1983-1985; Editor-in-Chief, Santa Clara Law Review, 1985
- B.A., Political Science, Minor in English, University of California at Davis, Outstanding Senior Award, 1981; Editor-in-Chief, The California Aggie, 1981

### **Bar Admissions**

- California, 1985

### **Court Admissions**

- United States Court of Appeals Ninth Circuit

- United States District Court Central District of California
- United States District Court Eastern District of California
- United States District Court Northern District of California

## **News and Publications**

### **In the News**

#### 2018

Classification Complications: How to navigate the maze of California's new rules on overtime and independent contractors

Comstock's Magazine

Author

#### 2009

You've Been WARNed: Appropriate Care for Company Layoffs

Comstock's Magazine

Author

### **Speaking Engagements/Events**

#### 2021

Employment Law Update 2021

Delfino Madden

Co-Presenter

#### 2020

A New Landscape - Employment Law Update for 2020

Delfino Madden

Co-Presenter

COVID-19: Legal Implications for Employers During and After the Pandemic

Delfino Madden

Co-Presenter

#### 2019

A Look Ahead - Employment Law Update for 2019

Delfino Madden

Co-Presenter

#### 2018

New Year, New Laws: Employment Law Update 2018

#### 2017

Employment Law Guidance in Uncertain Times - Compliance for 2017

#### 2016

A Look Forward: Employment Law Compliance for 2016

#### 2015

Employment Law Update: 2014 A Year in Review

## 2014

Are You Ready for 2014? Many New Laws Will Affect California Employers  
2014 Employment Law Seminar

## 2013

Keeping the Family Farm in the Family - Part 3  
Presenter

Employment Law Update: Changes for 2013  
Presenter

## 2012

Employment Law Update: What's Your Next Move?  
Presenter

## 2011

Counting the Hours: Increasing Accountability in Wage and Hour Practices  
Sacramento Area Human Resources Association, Annual Conference  
Co-Presenter

Human Resources and Employment Law Update: Where do we go from here?  
Financial Executives International, Sacramento chapter  
Co-Presenter

Employment Law Update: A Review of Changes for 2011  
Presenter

## 2010

Top 10 Ways to Avoid Disability Discrimination Claims and Improve Interactive Process Compliance  
Association of California Water Agencies, Annual Conference  
Co-Presenter

Employment Law Update: Current Issues and Future Trends  
Presenter

## 2009

Social Networks: A Modern Employer Threat  
Wilcox, Miller & Nelson, HR Executives in Transition  
Co-Presenter

An Ounce of Prevention: Human Resources Role in Wage & Hour Claims  
Sacramento Area Human Resource Association, Annual Conference  
Presenter

Employment Law in Challenging Times: A Review of 2008 and Looking Forward to 2009  
Presenter

## 2008

A Human Resources Toolbox for Managers and Supervisors  
Presenter

Responding to Agency Charges

Sacramento Area Human Resource Association, Annual Conference  
Presenter

How to Properly Hire, Fire & Discipline Employees  
Nonprofit Resource Center  
Presenter

What Will They Think of Next: Changes in Employment Law for 2008  
Presenter

### 2007

Navigating the Waters of California Law Regarding Minimum Wage and Overtime Exemptions  
Sacramento Area Human Resource Association, In-Depth Seminar Series  
Presenter

A Human Resources Toolbox for Managers and Supervisors  
Presenter

Make Sense of California Leave Laws: Intersection and Overlap  
Sacramento Area Human Resource Association  
Presenter

Employment Law 2007: What You Need to Know Now  
Presenter

### 2006

Employment Law 2006: CFO's Top Ten  
Executive Forums  
Presenter

Finessing an Executive Termination  
Sacramento Area Human Resource Association  
Moderator and Presenter

Employment Law 2005: What You Need to Know Now  
Presenter

### 2005

Sexual Harassment and Investigations  
Sacramento Area Human Resource Association  
Moderator and Presenter

Wage and Hour Pitfalls  
Sacramento Employer's Advisory Council  
Presenter

Employment Law Issues for California Businesses  
CEB Program  
Presenter

Legislative Update and Wage/Hour Prevention  
Yuba City Business Chapter

Presenter

2004 Legislative Update

Presenter

2004

EEO Rules and Compliance

Sacramento Area Human Resource Association

Presenter

Wage & Hour Update/New Legislation

Lorman Education Services

Presenter

Employment Law: What You Need to Know to Run a Successful Practice

Sacramento Veterinary Practice Managers

Presenter

2003 Year in Review

Woodland and Sacramento

Presenter

Employers Can Require Arbitration Agreements

Presenter

Critical Issues in Employment Litigation

Continuing Education of the Bar

Presenter

2003

The Definitive Guide to Employment Law for HR Professionals in California

Council on Education in Management

Presenter

Best Practices in FMLA Administration

Council on Education in Management

Presenter

Employment Law 2002: Year in Review

Downey Brand LLP

Presenter

2002

How to Write a Definitive Performance Appraisal

Sacramento Area Human Resource Association Program

Presenter

## **Publications**

2003

New Developments on the Arbitration Front

Sacramento Area Human Resource Association Newsletter

2000

Employee Assistance Programs: What Your Clients Should Know  
California Labor & Employment Law Quarterly