



## Daniel J. Coyle

### Partner – Employment Law

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Dan Coyle works on a daily basis to assist national and regional employers in navigating the complex and consistently changing employment laws of California.

Described by clients as efficient, detail-oriented and accessible, Dan uses his over thirty years of employment law experience to work with clients to determine the best approach for cost-effectively responding to their employment law needs.

Dan 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 a large-scale reduction 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 implement employee handbooks and policies, draft contracts, and confidentiality and severance agreements.

### Professional Affiliations

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

- ▶ Sacramento County Bar Association, Labor and Employment Law Section, Member and Former Executive Committee Member, 1985–Present
- ▶ State Bar of California, Employment Law Section, Member, 1985–Present
- ▶ Society of St. Vincent de Paul, “Benefit for the Poor” dinner, Advisory Board, 2012–2016, Member
- ▶ Legal Services of Northern California annual Valentine Run, Organizing Committee, 2008–2018, Member
- ▶ Sacramento Pioneer Association, Former Member Board of Directors, 2000–2010; Former Vice President, 2009
- ▶ American Youth Soccer Organization, Region 218, Former Coach and Former Referee

- ▶ Numerous client training and Continuing Education Seminars

### **Honors and Rankings**

- ▶ AV® Preeminent™™ Rating by Martindale-Hubbell, 2000–present
- ▶ Northern California Super Lawyers, 2005, 2011–2017 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 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