



Matthew J. Wayne

PARTNER

San Francisco

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RELATED SERVICES

- Employment

OFFICES

- San Francisco

OVERVIEW

Matthew Wayne is a Partner in the San Francisco office of GRSM and a member of the Employment Practice Group.

Matthew's practice focuses on defending employers and individuals in single, multi-plaintiff, and class action matters in state and federal courts throughout California. He routinely defends employers in all phases of litigation against claims of wrongful termination, discrimination, harassment (including sexual harassment), retaliation, failure to accommodate, wage and hour violations, negligent hiring and retention, intentional infliction of emotional distress, and other employment-related claims. In addition to appearing in state and federal courts and arbitration forums, he also represents clients before administrative agencies, including the Department of Fair Employment and Housing (DFEH) and the Equal Employment Opportunity Commission (EEOC). Matthew works collaboratively and creatively with his clients from the onset of litigation to develop targeted defense, discovery, and trial strategies that are comprehensive, yet efficient.

In addition to his very active litigation practice, Matthew regularly counsels a wide range of business clients on employment matters, including issues involving hiring, employee classifications, employee

discipline, individual terminations, reductions in workforce, wage and hour compliance, and sexual harassment and misconduct complaints and investigations. He also provides preventative counseling and advice to his clients regarding best workplace practices and assists with drafting workplace policies and employee handbooks that are tailored to minimize risk and avoid unnecessary expense and litigation.

REPRESENTATIVE EXPERIENCE

- Lead counsel in numerous employment matters involving claims of wrongful termination, discrimination, harassment, and retaliation filed in state and federal courts and arbitration forums throughout California.
- Negotiated favorable resolutions at mediations and through informal settlement discussions for cases ranging from wage and hour class actions to single and group-plaintiff cases involving alleged violations of the California Fair Employment and Housing Act, Title VII of the Civil Rights Act, and other state and federal laws.
- Second-chaired four-week eight-plaintiff trial involving claims of hostile work environment harassment, race discrimination, and retaliation.
- Trial counsel in federal age discrimination case, which resulted in favorable jury verdict for client.
- Prevailed on motions for summary judgment and petitions to compel arbitration in cases involving alleged violations of the California Fair Employment and Housing Act, the California Labor Code, and the California Private Attorney General Act.
- Represented owner of closely-held corporation in derivative suit and achieved dismissal of Chapter 7 and 11 bankruptcy petitions following evidentiary hearings where fraud was established.

PRESENTATIONS

- Disability Accommodations and the Interactive Process: Tips for Success, GRSM Legal Education Conference, San Francisco, CA, September 2024

CREDENTIALS

Admissions

- California
- Massachusetts (inactive)
- U.S. District Court, Northern District of California
- U.S. District Court, Central District of California
- U.S. District Court, District of Massachusetts
- U.S. District Court, Southern District of Texas

Memberships

- The Bar Association of San Francisco
- California Lawyers Association – Labor and Employment Law Section

Education

- J.D., New England Law – Boston, 2009
 - Submissions Editor, *New England Journal on Civil and Criminal Confinement*
 - Dean's List
- B.A., California State University, Chico, 2005
 - Pi Sigma Alpha (Political Science Honor Society)
 - Dean's List

Honors

- *Super Lawyers Rising Star* (2018, 2019, 2020, 2021, 2022)