



## Nicholas A. Deming

### PARTNER

San Francisco

415.875.3362

ndeming@grsm.com

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### RELATED SERVICES

- Employment

### OFFICES

- San Francisco

### OVERVIEW

Nicholas “Nick” Deming is Assistant Managing Partner of the firm’s San Francisco office and a member of the Employment practice group of GRSM. He represents large corporations, non-profits, and small businesses in employment matters involving discrimination; harassment; wrongful termination; retaliation and whistleblower claims; disability accommodations and the interactive process; and wage and hour/ Private Attorneys General Act (PAGA) violations.

Nick’s litigation practice includes defending single plaintiff and class action cases in state and federal courts, as well as claims before state and federal administrative agencies such as the Department of Fair Employment and Housing (DFEH) and California Labor Commissioner. In particular, Nick has developed significant experience in defending employers in complex wage and hour cases, including PAGA representative actions.

Nick’s litigation experience also includes success in law and motion practice, having prevailed on numerous summary judgment motions in both state and federal court, and obtaining full defense

verdicts at a DLSE *Berman* hearing and small claims appeal trial.

In addition to litigation, Nick regularly advises employers on how to navigate strategic personnel decisions, employee discipline/ termination, disability accommodation, and wage and hour compliance. He also conducts workplace trainings, including the prevention of sexual harassment and discrimination in the workplace, for both supervisory and non-supervisory personnel.

Nick is a Bay Area native and die-hard San Francisco Giants fan. In his spare time, he enjoys golfing, exploring the Bay Area's expansive hiking trails with his golden retriever Philly, and diving into a new book. He has also volunteered with the Special Olympics Northern California.

## PUBLICATIONS

- Drafting a Solution: Impact of the New Salary System on the First-Year Major League Baseball Amateur Draft, *Hastings Communications and Entertainment Law Journal*, 34 Hastings Comm. & Ent. L.J. 427, 2012

## PRESENTATIONS

- Best Practices for Disciplining Employees in the Current Litigation-Forward Environment, GRSM Legal Education Conference, San Francisco, CA, September 2024

## CREDENTIALS

### Admissions

- California
- U.S. District Court, Northern, Eastern and Central Districts of California

### Education

J.D., University of California, Hastings College of the Law, 2012

- CALI Award: Criminal Procedure, Wills & Trusts
- 1st place, Roger J. Traynor California Appellate Moot Court Competition, 2011
- *Hastings Communication and Entertainment Law Journal*

B.A., English, Boston College, 2007

### Honors

*Best Lawyers in America*® Ones to Watch distinction in Labor and Employment Law – Management (2024-2025)