



## Steven R. Wainess

### SENIOR COUNSEL

San Diego

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### RELATED SERVICES

- Environmental & Toxic Tort
- Employment
- Class Action Defense

### OFFICES

- San Diego

### OVERVIEW

Steven Wainess is a seasoned litigator, representing businesses and employers in business and labor relations and employment law, including contract, employment discrimination, wrongful termination, harassment, retaliation, labor relations, and wage and hour matters. Further, he has extensive litigation experience in the agricultural and dairy industry, including both the grower/farmer sides and in farm labor contracting defense. Steve regularly advises employers regarding human resources policy matters and employee relations issues.

Steve also has extensive experience with class action and Private Attorneys General Act (PAGA) representative lawsuits, particularly those involving claims of unpaid overtime, off-the-clock work, record-keeping violations, worker misclassification, meal and rest period violations, inaccurate wage statements, and unreimbursed expenses. He has defended companies in class action, Fair Labor Standards Act (FLSA), and/or PAGA representative lawsuits in various industries, including agriculture, growers, packing houses, farm labor contractors, trucking/transportation, manufacturing, food

processing, healthcare, restaurant, retail, storage services, sales, property management, and temporary staffing. He also advises clients on the implementation of practices to prevent or minimize the likelihood of future class and PAGA lawsuits.

## **CREDENTIALS**

### **Admissions**

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

### **Community Involvement**

- Steve and his family operate a small farm producing milk and eggs that he donates to the Sisters at the Greek Monastery and to less fortunate families in the community.

### **Education**

- J.D., San Fernando Valley College of Law, 1981
- A.A., Los Angeles Valley College