

## **Sean Kingston**

*Partner*

Irvine

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### ***Service Focus***

- Litigation and Trials
- Class and Collective Actions
- Counseling and Advice
- Cryptocurrency and Blockchain
- Employee Defection and Trade Secrets
- Wage and Hour
- Workplace Safety and Catastrophe Management

### ***Industry Focus***

- Gig Economy

### ***Overview***

Sean Kingston represents employers of all sizes in class, representative, collective, and individual litigation, from inception through trial.

Sean practices before state and federal courts at the trial and appellate levels. Sean represents employers in various disputes, including wage and hour matters, trade secret and non-compete litigation, discrimination, harassment, retaliation and wrongful termination. In his litigation practice, Sean has extensive experience resolving matters involving the Private Attorney General Act (PAGA) either through dismissals or through settlements.

Sean brings a business-oriented and analytical approach to his practice, drawing upon a background in policy and management analysis.

Clients look to Sean to provide preventive counseling to employers, and he advises clients in handling workplace investigations, termination and discipline, reductions in force, worker

classification, data privacy, and workplace violence. Sean assists in drafting employment contracts, independent contractor agreements, employment policies, and workplace violence prevention plans. Sean provides guidance regarding compliance with all aspects of local, state and federal labor and employment laws.

During law school, Sean served as an extern for the Honorable Richard D. Fybel of the California Court of Appeal, Fourth District, Division Three; externed for the Honorable Kathleen Mulligan of the EEOC; and clerked for the Huntington Beach City Attorney's Office.

## ***Recent Experience***

### **Experience**

- Obtained defense verdict on behalf of garment manufacturer in breach of employment contract dispute.
- Obtained verdict in favor of nail salon and massage chain in unfair competition arbitration.
- Secured dismissals of agency investigations, including the EEOC, DFEH, DLSE, and EDD.
- Second Chair trial counsel for national company in class action/PAGA dispute in a case of first impression, involving rest period claims and 24-hour agreements.
- Advised international clothing retailer regarding social influencer program implementation.
- Spearheaded Activity-Based Costing/Management Program implementation for U.S. Coast Guard

## ***Credentials***

### **Education**

- J.D., 2010, University of California, Los Angeles School of Law
- B.S., 2003, magna cum laude, University of Southern California

### **Bar Admissions**

- California

### **Court Admissions**

- California Supreme Court
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California

## ***Affiliations***

### **Community Activities**

- Member, Beverly Hills Bar Association

- Member, Los Angeles County Bar Association
- Member, Orange County Bar Association, Litigation and Labor & Employment Law Sections
- Member, CAM-I (Consortium of Advanced Manufacturing-International)
- Member, Urban Planning Institute

## ***Insights***

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INSIGHTS

02/02/24

### **Workplace Law Update: 10 Essential Items on Your February To-Do List**

Steven M. Bernstein, Amanda M. Blair, Risa B. Boerner, Kathleen McLeod Caminiti, Melissa (Osipoff) Camire, Matthew Carpenter, Patrick J. Collopy, Tami Essis Culkar, J. Micah Dickie, Benjamin M. Ebbink, Anthony Isola, Sean Kingston, Casandra Ozcimder, Abby Harrington Putzulu, Melody L. Rayl, Julia A. Sherwood, Andrew J. Sommer, Sharon Suh, Henry Thomson-Smith, J. Hagood Tighe, David Witkin, Annie Ziesing

[Read more →](#)

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INSIGHTS

01/02/24

### **Workplace Law Update: 10 Essential Items on Your New Year To-Do List**

Raeann Burgo, Melissa (Osipoff) Camire, Benjamin M. Ebbink, Lonnie D. Giamela, Jang Hyuk Im, Anthony Isola, Corina Johnson, Joshua Klein, Sean Kingston, Alexandra LaCombe, David Lerner, Courtney Leyes, Emily N. Litzinger, Richard R. Meneghello, Kate Mize, Samantha J. Monsees, Joshua D. Nadreau, Monica Snyder Perl, Lisa Nagele-Piazza, John M. Polson, Ashton M. Riley, Katie Reynolds, Jennifer B. Sandberg, Andrew J. Sommer, Spencer W. Waldron, Sarah Wieselthier

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EVENT

11/15/2023 & 11/16/2023

### **California Litigation Conference: Key Trends and Top Strategies for 2024**

Usama Kahf, Steven P. Alvarado, Michael R. Greco, Anthony Isola, Sean Kingston, Andrew J. Sommer, Spencer W. Waldron

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INSIGHTS

10/15/23

### **4 Things Employers Need to Know About the New Noncompete Laws in California**

Anthony Isola, Sean Kingston

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INSIGHTS

06/02/23

### **Top Workplace Law Stories You May Have Missed from May 2023**

Emily Alvarez, Alba V. Aviles, Steven M. Bernstein, Amanda M. Blair, Ted Boehm, Risa B. Boerner, Suzanne K. Bogdan, Melissa (Osipoff) Camire, Jennifer B. Carroll, Charles S. Caulkins, J. Micah Dickie, Benjamin M. Ebbink, Michael P. Elkon, Michael R. Greco, Rick Grimaldi, Rebecca Hause-Schultz, Megan L. Janes, David S. Jones, Sean Kingston, David Klass, Matthew R. Korn,

Edwina C. Kye, Courtney Leyes, Jeffrey E. Mandel, John A. Mavros, Mary Grace Miller, Catharine Morisset, Joshua D. Nadreau, Karen L. Odash, Brett P. Owens, Alden J. Parker, Dean L. Petitta, Arthur L. Ramirez, Robin Repass, Christopher P. Stief, Connie Yang, Travis Vance, Alexander A. Wheatley, Kristin R.B. White

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INSIGHTS

05/22/23

## **Minnesota to Ban Non-Compete Agreements: The 10 Things Employers Need to Know**

Risa B. Boerner, Sean Kingston, Karen L. Odash

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INSIGHTS

01/19/23

## **Are Your Employment Agreements Up to Date? Top 5 Considerations for Drafting 50-State Compliant Restrictive Covenants**

James F. Glunt, Sean Kingston

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NEWS

12/21/21

## **Fisher Phillips Elects 20 New Partners Spanning 15 Offices Across the U.S.**

Steven P. Alvarado, Christopher Alvarez, Laura Bailey Brown, Jennifer B. Carroll, Andrew C. Crane, Ilanit Fischler, Krista L. Hurst, Anthony Isola, Sean Kingston, Edwina C. Kye, Nathan K. Low, Lisa A. McGlynn, Curtis G. Moore, Nan Sato, Stephen Scott, Hannah Sweiss, Megan E. Walker, Sheila M. Abron, Cynthia J. Yarbrough

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INSIGHTS

05/14/20

## **Age Is More Than A Number: Trends In Workforce Composition, Ageism, And Efforts To Address The Elephant In The Room**

Alex G. Desrosiers, Sean Kingston

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INSIGHTS

01/14/19

## **Call for Federal Legislative Changes Growing in the Gig Arena**

Sean Kingston

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