



NATHAN V. OKELBERRY

Partner

Los Angeles

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Service Focus

- California Class Actions and PAGA
- California Litigation and Appellate
- Litigation and Trials

OVERVIEW

Nathan Okelberry is a partner in the Los Angeles office. His practice focuses on representing employers against claims under state and federal labor and employment laws, including claims of discrimination, harassment, retaliation, wage and hour matters, and wrongful termination. His substantial litigation accomplishments include defense verdicts, multiple summary judgments in both state and federal court, and voluntary dismissals against his clients.

Nathan also has extensive experience defending businesses – from startups to larger corporations – against disability access claims under the Americans with Disabilities Act (ADA) Title III and equivalent California public accommodation laws. His experience ranges from defending traditional construction-related access lawsuits to emerging disability access issues on the internet.

Apart from litigation, Nathan consults with companies and employers concerning wage and hour matters, employee leave management, internal investigations, and other day-to-day employment and legal issues. He prides himself on developing common-sense and cost-effective solutions to complex legal and employment issues that fit with the business objectives of his clients.

Nathan has represented clients throughout California, in both Superior Courts and United States District Courts. He has successfully argued appeals before the California Court of Appeal and advocated before the 9th Circuit Court of Appeals, the Department of Justice, the Equal Employment Opportunity Commission (EEOC), the California Department of Fair Employment and Housing (DFEH), the California Division of Labor Standards Enforcement (DLSE), and the California Employment Development Department (EDD).

Nathan graduated *cum laude* from Pepperdine University School of Law, where he served as the Literary Citation Editor for the *Pepperdine Law Review*.

Recent Experience

- **Defense Verdict in Disability Discrimination Lawsuit**
Obtained complete defense verdict in multi-week trial involving claims of disability and race discrimination against a hotel under the ADA Title III and the California Unruh Civil Rights Act.
- **Multiple Summary Judgments on Discrimination/Retaliation Claims**
Obtained multiple summary judgments on discrimination and retaliation claims brought by former employees in Los Angeles Superior Court. On appeal, Nathan has successfully argued before the California Court of Appeal, resulting in summary judgment being affirmed.
- **Summary Judgment on Overtime Exemption and Constructive Discharge**
Obtained summary judgment in Los Angeles Superior Court on behalf of a television studio on claims for constructive discharge in violation of public policy and misclassification under the outside sales exemption.

Credentials

Education

- Pepperdine University Caruso School of Law, J.D., cum laude
- University of California, Santa Cruz, B.A.

Bar Admissions

- California

Court Admissions

- U.S. District Court for the Central District of California
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Recognitions

- Recognized in *The Best Lawyers in America* (2023 - 2026)

INSIGHTS

Insights

Jul 18, 2022

Supreme Court Steps on the Brakes: How Its Recent AB 5 Decision Will Throw California's Trucking Industry into Disarray

Event

10/19/21 and 10/20/21

California Litigation Conference: An In-Depth Discussion of Case Overviews, Wage & Hour Updates, COVID-19 Litigation and Current Vaccine Issues in California

Event

Jul 9, 2020

LA Lunch and Learn: Gender Transition in the Workplace: What Do I Need to Know?

Insights

May 30, 2020

Businesses That Mandate Masks For Employees And Customers Need To Consider ADA Issues

Publication

Jan 21, 2019

Los Angeles Attorneys Address How Hotels Can Steer Clear of Workplace Retaliation Claims

Event

Sep 20, 2018

From Complaint to Investigation — How to Avoid the Common Pitfalls of a Workplace Retaliation Claim