



## ALDEN J. PARKER

Regional Managing Partner

Sacramento / San Francisco

916.210.0404

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### Service Focus

- California Class Actions and PAGA
- California Litigation and Appellate
- Labor Relations
- Litigation and Trials
- Wage and Hour

### Industry Focus

- Agriculture
- Hospitality
- Sports

## OVERVIEW

Alden Parker is the managing partner of the firm's Sacramento office and the co-chair of the Hospitality Industry Group. Alden represents employers in all facets of employment law matters. His clients are involved in a variety of food chain related industries. From growers, packers, and shippers to grocers, restaurants and hotels, Alden works tirelessly on behalf of employers from the farm to the fork.

Alden has considerable experience defending employers in single plaintiff and Class/PAGA litigation. Those claims have involved the claims of discrimination, harassment, and wage & hour violations pursuant to State and Federal Law. Alden has also defended employers against whistleblower and retaliation claims, including

claims under the California Whistleblower Act and various provisions of the California Labor Code.

Alden has extensive experience defending employers in federal and state court, as well as in investigations by the Equal Employment Opportunity Commission (EEOC), the California Civil Rights Department (CRD), United States Department of Labor (DOL), California's Agricultural Labor Relations Board (ALRB) and the National Labor Relations Board (NLRB).

In addition to defending his clients in litigation, Alden frequently counsels employers to assist them in avoiding litigation. He regularly advises clients on leave management issues and wage and hour compliance.

Alden is also a frequent speaker for many associations, including the California Restaurant Association, the Restaurant Law Center, the Hospitality Lawyer, the Western Agricultural Processors Association, Grower-Shipper Association of Central California and SHRM. He also serves on the Board of Directors for the Sacramento Chapter of the California Restaurant Association.

Alden has been recognized in *Northern California Super Lawyers* since 2013 and *Northern California Top Lawyers* since 2014.

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## Recent Experience

- Represented retail, restaurant, agricultural, automotive, lodging/hospitality, and insurance broker employers throughout the state of California in defense of claims of employment harassment/discrimination/retaliation (gender, race, age disability, national origin, sexual orientation); whistleblower; wrongful termination in violation of public policy; breach of employment contract.
- Represented national retail employer in defense of multiple simultaneous claims by employees of age discrimination and harassment.
- Represented national retail employer in defense claims of disability discrimination, disability harassment, and retaliation for taking a protective leave of absence under FMLA/CFRA.
- Defended restaurant employer in class action wage and hour suit filed by restaurant managers alleging misclassification, unpaid overtime, denial of meal and rest periods in violation of the California Labor Code. Successfully had the class allegations dismissed, along with one of the representative class members.
- Defended restaurant employer in class action wage and hour suit filed by servers alleging improper deductions taken from their paychecks.

- Defended restaurant employer in class action wage and hour suit filed by servers alleging unpaid overtime and denial of meal and rest periods in violation of the California Labor Code. Successfully had the class allegations dismissed.
  - Defended delivery employer in class action wage and hour suit filed by commercial drivers alleging multiple violations of the California Labor Code, Wage Orders, and F.L.S.A.
  - Defended automotive industry employer in multi-plaintiff wage and hour suit filed by salesperson, claiming unpaid overtime, meal and rest periods, and unlawful deductions from commissions.
  - Represented employers/business establishments in federal court in defense of lawsuits under Title III of the Americans with Disabilities Act (ADA).
  - Represented numerous employers in litigation involving allegations of misclassification of individuals as independent contractors.
  - Represented restaurants in class action consumer litigation involving gift cards.
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## Credentials

### Education

- University of the Pacific, McGeorge School of Law, J.D., 1998
- University of Salzburg, 1996
- University of California, San Diego, B.A., 1994

### Bar Admissions

- California

### Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
  - U.S. District Court for the Central District of California
  - U.S. District Court for the Eastern District of California
  - U.S. District Court for the Northern District of California
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## Recognitions

- Recognized in *The Best Lawyers in America* (2024-2026)

- *Super Lawyers* (2013-Present)
  - Northern California Top Lawyers (2014-2016)
  - Eagle Scout
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## **Affiliations**

### **Professional Activities**

- Restaurant Law Center
- Hospitality Lawyer
- Western Agricultural Processors Association
- California League of Food Producers
- Agricultural Personnel Management Association
- Grower-Shipper Association of Central California
- California Citrus Mutual
- California Cotton Ginners & Growers Association
- Board Member, Sacramento Chapter of the CRA
- California Restaurant Association
- California League of Food Processors
- California Lodging Industry Association
- CalSHRM
- Sacramento Area Human Resources Association
- San Joaquin Human Resources Association
- Professional Liability Underwriters Association (PLUS)
- Member, State Bar of California, Labor and Employment Section
- Member, Sacramento County Bar Association
- Member, American Bar Association, Labor and Employment Section
- Member, National Eagle Scout Association

### **Community Activities**

- American Cancer Society
- Make-A-Wish

## INSIGHTS

**Event**

**Mar 10, 2026**

CA Hospitality Webinar Series: Swimming Through Tip Pool Regulations – Stay Compliant, Keep Your Team Happy

**Insights**

**Feb 24, 2026**

New California Bill Calls for Major Wage Hike in Agriculture Industry: Everything Ag Employers Must Know

**Event**

**Feb 10, 2026**

CA Hospitality Series: Love is in the Air | Sexual Harassment & Relationship Agreements

**Insights**

**Jan 14, 2026**

FP's Top 2026 Predictions for Hospitality Employers

**Event**

**Dec 16, 2025**

CA Hospitality Series | A Year in Review California Hospitality 2025

FP Snapshot for Hospitality Employers: Appeals Courts Split on Liability Standard for Workplace Harassment by Non-Employees