



Alden J. Parker
Regional Managing Partner

Sacramento/San Francisco

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Service Focus

- Labor Relations
- Litigation and Trials
- Wage and Hour

Industry Focus

- Agriculture
- Energy
- 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.

Recent Experience

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.

Credentials

Education

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

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

Recognitions

- *Recognized in The Best Lawyers in America* (2024)
- *Super Lawyers* (2013-Present)
- Northern California Top Lawyers (2014-2016)
- Eagle Scout

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

06/28/24

2024 Employment Law Conference

Alden J. Parker, Todd B. Scherwin, Christopher Alvarez, Usama Kahf, Hannah Sweiss

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EVENT

05/14/24

CA Agricultural Webinar Series: Documentation Best Practices Workshop

Alden J. Parker, Rebecca Hause-Schultz

[Read more →](#)

EVENT

05/14/24

CA Hospitality Webinar Series: How Long Can My Front of House and Back of House Employees Be Out On Leave? (Part 2): Workplace Accommodations, Job Modifications, and Additional Leave

Alden J. Parker, Tyler Woods

[Read more →](#)

INSIGHTS

04/18/24

Labor Issues In Full Bloom This Spring for California Agriculture Employers: Here's What You Need to Know

Rebecca Hause-Schultz, Alden J. Parker, Joshua H. Viau

[Read more →](#)

EVENT

04/09/24

AG Webinar Series: EEO and Pay Data Reporting...It Is Coming!

Alden J. Parker, Rebecca Hause-Schultz

[Read more →](#)

EVENT

04/09/24

CA Hospitality Webinar Series: How Long Can My Front of House and Back of House Employees Be Out On Leave? (Part 1): The Tapestry of California's Leave Laws

Alden J. Parker, Tyler Woods

[Read more →](#)

NEWS

03/28/24

Co-chair of Hospitality Group Talks to Law360 About Carveouts in California's Legislation Raising Minimum Wage for Fast-Food Workers

Alden J. Parker

[Read more →](#)

EVENT

03/12/24

AG Webinar Series: What is the ALRB and What To Do If They Come Knocking?

Alden J. Parker, Rebecca Hause-Schultz

[Read more →](#)

EVENT

03/12/24

CA Hospitality Webinar Series: Workplace Violence - Lawyers, Guns & Money

Alden J. Parker, Tyler Woods

[Read more →](#)

EVENT

02/13/24

AG Webinar Series: Managing Employee Record Requests – Best Practices and Next Steps

Alden J. Parker, Rebecca Hause-Schultz

[Read more →](#)

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