

Pavneet Singh Uppal

Regional Managing Partner

Phoenix

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Email



Service Focus

- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Wage and Hour

Languages

- Punjabi

Overview

Pavneet Singh Uppal is the managing partner in the Firm's Phoenix office. Pavneet has litigated in state and federal courts in Arizona, California, New Mexico and Illinois. He regularly represents national, regional, and local clients in a variety of complex civil litigation matters. As lead trial counsel, Pavneet has litigated employment cases, including class actions, in federal and state trial and appellate courts, at arbitration and before administrative agencies.

Pavneet focuses his practice on labor and employment disputes with an emphasis on unfair competition, trade secrets, wrongful discharge and equal employment opportunity litigation and arbitration. His practice also encompasses litigation and counseling relating to Title VII, ADEA, ACRA, ADA, FMLA, ERISA and other federal and state employment laws.

Pavneet has extensive experience with state and federal litigation concerning enforcement of trade secrets and covenants not to compete, and regularly represents national clients in such matters. He also defends management in lawsuits alleging violations of employment discrimination statutes, employment contracts, leaves of absence, wage and hour compliance, whistleblower claims, safety (OHSA) and common law rights.

Pavneet counsels employers on preventing discrimination and harassment in the workplace and provides training and counseling for management with respect to federal and state employment laws and regulations.

Pavneet advises both buyers and sellers on labor, employment, and employee benefits issues that arise in mergers, acquisitions, and downsizings.

He has extensive experience designing and implementing alternative dispute resolution mechanisms.

Recent Experience

Experience

- Obtained a temporary restraining order, preliminary injunction, and permanent injunction on behalf of a national bank against a former contractor who misappropriated computer source code, refused to return the bank's computer and threatened to sell trade secret and confidential information.
- Represented national bank and obtained an appellate ruling which upheld the client's language policy as a "limited, reasonable and business-related English-only rule." Appellate court further opined that the client's enforcement of its language policy was not racially discriminatory.
- Obtained 9th Circuit appellate ruling affirming summary judgment in favor of a national bank client in an ERISA lawsuit alleging failure to pay pension benefits and breach of fiduciary duty.
- Represented a national professional employer organization in an FLSA collective/class action asserting nonpayment of overtime wages. Through aggressive litigation the client was able to settle the case on highly favorable terms and obtain a full release of all claims against the PEO and its employees, agents, affiliates, successors, etc. Settlement was approved by the federal court.
- Obtained a \$1 million dollar settlement in an arbitration involving claims of fiduciary breach and self-dealing.
- Obtained judgment in favor of one of the nation's largest community college districts in a special action brought by a former employee who claimed that his due process rights were violated in conjunction with his separation from employment.
- Obtained summary judgment in favor of the City of Phoenix against a former police officer who alleged failure to accommodate and discrimination on the basis of his disability.
- Represented one of the largest bulk carriers in North America and obtained complete summary judgment in favor of the client and recovered attorneys' fees in federal lawsuit alleging wrongful termination in violation of public policy and breach of the covenant of good faith and fair dealing.
- Represented a global advanced materials company and obtained complete summary judgment on all claims in federal lawsuit alleging: 1) race discrimination; 2) sex discrimination; 3)

wrongful termination in violation of the public policy against assault and battery; 4) hostile work environment; and 5) retaliation. Court dismissed plaintiff's complaint and entered an order awarding fees against the plaintiff.

- Obtained full summary judgment in a lawsuit alleging interference with plaintiff's FMLA rights and retaliation in violation of the FMLA.
- Represented client in a lawsuit alleging employment discrimination in violation of Title VII and § 1983 on the basis of plaintiff's national origin (Mexican American) and race (Hispanic). After filing a motion for summary judgment, plaintiff was forced to withdraw all claims and dismiss the lawsuit with prejudice.
- Represented an international commercial real estate broker and successfully forced a former partner to tender his entire partnership interest to the client in a dispute involving allegations of fraud, intentional misrepresentation and misappropriation of corporate assets by a former partner.
- Successfully obtained numerous no cause findings before administrative agencies.

Credentials

Education

- J.D., 1993, with honors, University of Texas School of Law
- B.A., 1989, University of Texas

Bar Admissions

- Arizona
- California
- Texas

Court Admissions

- Arizona Court of Appeals
- Arizona Supreme Court
- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court for the District of Arizona

Recognitions

- Recognized in *The Best Lawyers in America* (2021 - 2023)
- AV rated by Martindale Hubbell Peer Review
- Chosen in 2014 by *Arizona Business Magazine* as the top legal specialist in the area of trade secrets and unfair competition

- Fellow Litigation Counsel of America
- Selected to *The Best Lawyers of America*

Insights

NEWS

07/03/24

Regional Managing Partner Shares Tips on How to Hire for Cultural Fit

Pavneet Singh Uppal

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NEWS

03/20/23

Fisher Phillips Attorneys Named to Lawyers of Color's 2023 Power List

Davis C. Bae, Clarence M. Belnavis, Todd A. Fredrickson, Raymond W. Perez, Regina A. Petty, Pavneet Singh Uppal

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EVENT

9/23/21 and 9/28/21

"New Normal" Approaches to Employee Mobility, Information Safeguards and Competitive Advantage in the Post-Pandemic World

Michael P. Elkon, Risa B. Boerner, Christopher P. Stief, David W. Erb, Robert Yonowitz, Brent A. Cossrow, Wendy Hughes, James Michael Honeycutt, Pavneet Singh Uppal, Michael R. Greco, Susan M. Guerette, Usama Kahf, Anthony Isola, John W. Stapleton, Corey J. Goerd

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NEWS

08/20/20

Fisher Phillips Attorneys Receive Top Honors in Best Lawyers in America®

Michael V. Abcarian, Stephanie R. Alexander, William E. Altman, Christopher Alvarez, Joseph W. Ambash, Craig R. Annunziata, Davis C. Bae, Gregory D. Ballew, Kelsey E. Schiappacasse, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Jocelyn Campanaro, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, Lyle M. Chan, J. Randall Coffey, Theresa M. Connolly, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, J. Micah Dickie, Burton F. Dodd, David B. Dornak, Benjamin Dudek, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Joseph W. Gagnon, Brian J. Gershengorn, Lauren G. Goetzl, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Lori A. Guner, Raymond C. Haley III, Edward F. Harold, JonVieve D. Hill, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Clyde H. Jacob III, David S. Jones, Matthew R. Korn, Danielle Krauthamer Zobel, Edwina C. Kye, Arthur V. Lambert, Terry E. Lardakis, Aymara Ledezma, Courtney Leyes, Karl R. Lindegren, Steven M. Loewengart, Reyburn W. Lominack III, Nathan K. Low, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Phillips L. McWilliams, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, R. Henry Moore, Timothy J. Murphy, Gregory V. Murray, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, James Patrick, Jonathan P. Pearson, Regina A. Petty, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Melody L. Rayl, Thomas Paul Rebel, Mark J. Ricciardi, Ashton M. Riley, Stephen J.

Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, Cheryl L. Schreck, David E. Schreiner, Stephen Scott, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, John W. Stapleton, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, Megan Reese U'Sellis, Pavneet Singh Uppal, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Alexander A. Wheatley, Benton N. Wood, Robert Yonowitz, George D. Adams, Richard R. Meneghello, Hannah Sweiss, Robert M. Robenalt, Todd A. Lyon, Todd B. Logsdon, J. Hagood Tighe, Danielle S. Urban, Sheila M. Abron, Kristin R.B. White, Michelle I. Anderson

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NEWS

05/27/20

Phoenix Partners Discuss Employer Best Practices for Handling Harassment Complaints

Shayna Balch Santiago, Pavneet Singh Uppal

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NEWS

10/07/19

Fisher Phillips Announces New Leadership Appointments

Craig R. Annunziata, Clarence M. Belnavis, Steven M. Bernstein, Kathleen McLeod Caminiti, Matthew R. Simpson, J. Hagood Tighe, Pavneet Singh Uppal

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NEWS

08/15/19

Best Lawyers in America® Honors 96 Fisher Phillips Attorneys in 2020 Edition

Michael V. Abcarian, George D. Adams, Joseph W. Ambash, Craig R. Annunziata, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, J. Randall Coffey, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, Burton F. Dodd, Todd Alan Ewan, Daniel E. Farrington, Brian J. Finucane, Todd A. Fredrickson, Andrew Froman, Brian J. Gershengorn, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Greg Grisham, Raymond C. Haley III, Edward F. Harold, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Clyde H. Jacob III, David S. Jones, Terry E. Lardakis, Karl R. Lindegren, Steven M. Loewengart, Todd B. Logsdon, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Danielle Hultenius Moore, Timothy J. Murphy, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, Jonathan P. Pearson, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Thomas Paul Rebel, Mark J. Ricciardi, Robert M. Robenalt, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, David E. Schreiner, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, Shanon R. Stevenson, Terri R. Stewart, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, James Sullivan, Martin F. Thompson, J. Hagood Tighe, Pavneet Singh Uppal, Danielle S. Urban, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Benton N. Wood, Robert Yonowitz

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NEWS

08/15/18

Ninety-Five Fisher Phillips Attorneys Selected to The Best Lawyers in America 2019

Michael V. Abcarian, George D. Adams, Joseph W. Ambash, Craig R. Annunziata, Cheryl L. Behymer, Clarence M. Belnavis, Steven M. Bernstein, Suzanne K. Bogdan, D. Albert Brannen, Kathleen McLeod Caminiti, Christopher J. Capone, Michael D. Carrouth, Charles S. Caulkins, J. Randall Coffey, Laurel K. Cornell, Steven R. Cupp, Kevin J. Dalton, Burton F. Dodd, Todd Alan Ewan, Brian J. Finucane, Todd A. Fredrickson, Rosemary S. Gousman, Michael R. Greco, Paul Greco, Rick Grimaldi, Raymond C. Haley III, Edward F. Harold, Christopher C. Hoffman, James R. Holland II, Christine E. Howard, Terry E. Lardakis, Karl R. Lindegren, Steven M. Loewengart, Todd B. Logsdon, Darin L. Mackender, Scott M. Mahoney, Jeffrey E. Mandel, C. F. W. Manning II, Howard A. Mavity, James J. McDonald Jr., Richard R. Meneghello, Richard A. Millisor, Stephen C. Mitchell, Timothy J. Murphy, Warren L. Nelson, Steven M. Nobil, Daniel P. O'Brien, Jonathan P. Pearson, Ann Margaret Pointer, James C. Polkinghorn, John M. Polson, Keith M. Pyburn Jr., Roger K. Quillen, Thomas Paul Rebel, Mark J. Ricciardi, Robert M. Robenalt, Stephen J. Roppolo, Jeffrey A. Savarise, Susan M. Schaecher, David E. Schreiner, Timothy H. Scott, Joseph P. Shelton, Craig P. Siegenthaler, Jeffrey D. Smith, Shanon R. Stevenson, Christopher P. Stief, Cathy M. Stutin, Douglas R. Sullenberger, Martin F. Thompson, J. Hagood Tighe, Pavneet Singh Uppal, Danielle S. Urban, Teresa Valderrama, Joshua H. Viau, Timothy J. Weatherholt, Jeff Weintraub, Benton N. Wood, Robert Yonowitz

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NEWS

06/25/18

Conducting an Internal Investigation

Shayna Balch Santiago, Pavneet Singh Uppal

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NEWS

05/25/18

Fisher Phillips Attorneys Present at the 2018 SHRM Annual SHRM Conference

Shayna Balch Santiago, James J. McDonald Jr., Danielle Hultenius Moore, Pavneet Singh Uppal, William D. Wright

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