



Ryan Estes

Associate

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Ryan Estes balances his practice between federal and state employment law issues, including litigation and advice and counsel work. A seasoned litigator, Ryan has taken and defended over 300 depositions, drafted and argued dispositive motions, and defended multiple appellate cases.

Ryan has broad experience defending employers and management in wage and hour class action claims; Fair Credit Reporting Act (FCRA) and state equivalent violation claims; California Private Attorney General Act (PAGA) claims (including wage and hour, unsafe working conditions, and suitable seating); wrongful termination and harassment, discrimination and retaliation employment claims; unfair business practice claims; and other employment-related litigation. Ryan supplements his broad employment litigation experience, by litigating claims related to the Uniform Trade Secrets Act, common law trade secret misappropriation, breach of fiduciary duty, and breach of contract.

Ryan represents employers and management in state and federal courts and before administrative bodies throughout the United States. These include the California State Labor Commissioner, California Department of Fair Employment and Housing, and the Equal Employment Opportunity Commission.

Ryan regularly counsels employers on employee discipline, employee hiring, wage and hour issues, protection of intellectual property, employee privacy matters, state and federal leave laws, internal investigations, and the creation and implementation of new and revised personnel policies. His work also includes drafting executive compensation agreements and separation agreements, especially in conjunction with start-ups as well as mergers and acquisitions.

Ryan's clients range from Fortune 500 publicly traded companies to local employers, and spans multiple industries including Consumer Goods, Food, and Retail; Hospitality and Leisure; and Media, Sport, and Entertainment.

- Employment
- Healthcare

Admissions

- California

Clerk Experience

Ryan externed for the United States Bankruptcy Court, Central District of California for the Honorable Ernest M. Robles where he gained extensive experience in the law and motion review.

Prior Experience

Ryan previously worked at one of the largest domestic employment law firms in the United States.

Recognitions

- Los Angeles County Bar Association / Counsel for Justice Outstanding Service Award, 2020
- *Super Lawyers, Southern California Rising Star*, 2016, 2017, 2018
- *USC Law Shattuck Award: High Potential for Outstanding Service to the Legal Profession*, 2013
- *USC Order of Areté: Significant Depth and Scope of Responsibility in a Leadership Role*, 2013

Education

- B.A., University of California, Santa Cruz 2009
- J.D./MBA, University of Southern California 2013

Memberships

- Los Angeles County Bar Association / Counsel for Justice, Veteran Legal Services Project, Volunteer
- National Bar Association, Diversity and Outreach Pipeline Task Force Committee Member
- Legal Services Corporation Veterans Task Force, Legal Issues Committee Member
- John M. Langston Bar Association, Member
- American Bar Association, Member
- University of Southern California Gould School of Law Class Reunion Fundraising Committee, Member
- University of Southern California Gould School of Law Black Law Student Association, Mentor

INSIGHTS

Publications

NLRB's new joint employer rule impact on the franchisor-franchisee relationships

30 April 2020

On 25 February 2020, the National Labor Relations Board (NLRB) finalized its joint-employer rule under the National Labor Relations Act. The new rule restores joint-employer guidance in place prior to a 2015 change. It is an attempt by the NLRB to "foster predictability and consistency regarding determinations of joint-employer status" in business relationships and enhance labor-management stability. The rule was published in the Federal Register on 26 February 2020 and will go into effect on 27 April 2020.

Coronavirus: key employment legal issues for US employers (United States)

10 February 2020

Considerations and action steps for prudent employers.

Events

- Moderator for John M. Langston Bar Association Panel, February 2017

PRO BONO

Ryan is extensively involved in helping Los Angeles County's veteran population through DLA Piper's pro bono projects, including the Los Angeles County Bar Association's Counsel for Justice Veterans Legal Service Project. Under Ryan's leadership, DLA Piper has joined forces with the LACBA Counsel for Justice Veterans Legal Service Project to host multiple traffic court and expungement clinics. Ryan's proudest achievements in his pro bono work include assisting veterans with applying for discharge upgrades and clearing their military records of Bad Paper.

In 2020, Ryan was selected to join the Legal Services Corporation Veterans Task Force as a Legal Issues Committee Member. For more information on the Veterans Task Force, please visit: <https://www.lsc.gov/veterans-task-force>.