

## Dennis R. Murphy

Partner

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Practice Area(s): Business and Commercial Litigation, Labor and Employment, Employee Benefits and Executive Compensation

### Overview

Dennis Murphy's experience commenced in 1972 and includes the representation of employers in every aspect of labor and employment law. It includes both trial and appellate advocacy and counseling. He has appeared before the United States Supreme Court, before many state and federal appellate courts, in numerous jury trials and before most of the governmental agencies that handle labor and employment issues. Additionally, he has represented employers in every aspect of union-management issues. His clients have included a professional sports organization, the state legislature, soft drink bottling companies, transportation companies, construction companies, universities and law schools, insurance brokers and others.

Dennis successfully represented the California State Assembly in two high profile sexual harassment cases - *Holman vs. Connolly* and *Boyd vs. Conroy*. He has appeared before the United States Supreme Court in *Concrete Pipe and Products vs. Construction Laborers Pension Trust*. He is a member of the American Bar Association, the State Bar of California and has served as a panelist and moderator for the California Continuing Education Bar Labor Law presentations.

Since 1986, Dennis has been rated AV Preeminent® by Martindale-Hubbell. He is named in the 2014 through 2018 editions of *The Best Lawyers in America* and is listed as a Super Lawyer in the 2005, 2006, and 2011 through 2018 editions of *Northern California Super Lawyers*. He was named in the *Sacramento Business Journal's* 2013 and 2014 "Best of the Bar" list which recognizes top attorneys who have been nominated by their peers and vetted by a panel of their peers and he was named in *Sacramento Magazine's* Top Lawyers List in 2015, 2016 and 2018.

Dennis received his B.S., Engineering and his J.D. degrees from the



### Memberships

- American Bar Association, Labor & Employment Law Section
- Sacramento County Bar Association, Labor Section

### Bar Admissions

- State Bar of California
- United States Court of Appeals, Ninth Circuit
- United States Northern District of California
- United States Central District of California
- United States Eastern District of California

University of California, Los Angeles.

## Industries Served

Construction, Retail Outlets, Water Agencies, Educational, Manufacturing, Fire Protection, Financial Institutions, Printing, Warehousing, Oil, Transportation, Agricultural, Food Processing, Automotive, State Agencies/Governmental Entities, and Healthcare

## Unions Negotiated with on Behalf of Clients

Teamsters, Machinists, Iron Workers, Longshoremen; Oil, Chemical & Atomic Workers, Teachers, Fire Fighters, Steel Workers, Pressmen, Typographical, Operating Engineers, Electricians, Laborers

## Representative Matters

- Representation of employers in wrongful termination, sexual harassment and sexual discrimination cases
- Representation of employers before the National Labor Relations Board, including elections, unfair labor practice, appeals, and enforcement proceedings in the circuit courts and before the United States Supreme Court
- Representation of clients before both the Fair Employment Practice Commission of the State of California and the Equal Employment Opportunity Commission of the United States
- Representation of clients before the Occupational Safety & Health Administration of California
- Representation of clients in suits brought on behalf of Trust Funds, including advising clients with respect to audits performed by Trust Funds, claims for unfunded vested liability, and representation of Trust Funds in actions on their behalf
- Representation of clients accused of violating various state labor codes, including failure to make overtime payments, forfeiture of vacation pay

## Awards

- Listed in *The Best Lawyers in America* (2014-2018)
- Listed as a Super Lawyer in *Northern California Super Lawyers*, (2005, 2006, and 2011-2018)

## Education

University of California, Los Angeles

B.S., Engineering (1968)

J.D. (1971) Moot Court Honors Program

UCLA Football Letterman - 1965, 1966 and 1967

*Associated Press Honorable Mention*, All American 1966 and 1967

First Team All Pacific Eight Football - 1967

Member U.S. Eagles Rugby Team - 1976-1977

Member America's Senior Rugby Team - 1988, 1989, 1990

- Named in the *Sacramento Business Journal's* "Best of the Bar" list (2013 - 2014)
- Named in *Sacramento Magazine's* Top Lawyers List (2015, 2016, 2018)
- AV<sup>®</sup> Preeminent<sup>™</sup> Peer Review Rating from Martindale-Hubbell (1986-present)

## Speaking Engagements

- Panelist, "Murphy Austin Annual Employment Law Update," Sacramento, CA (2008-2017)
- Panelist, "Mid-Year Healthcare Reform & Employment Law Update," Sacramento, (May 2013)
- Co-presenter, "Taking a Closer Look: Pre-Employment Hiring Practices," SAHRA Webinar, (June 2012)
- Speaker, "What California Employers Need to Know in 2011," Rancho Cordova Chamber of Commerce, Rancho Cordova (February 2011)
- Speaker, "Wage and Hour Issues in the New Workplace," Association of Corporate Counsel, Sacramento (June 2010)
- Speaker, "How Changes to Employment Law will Impact Your Business in 2010," Rancho Cordova Chamber of Commerce, Rancho Cordova (January 2010)
- Presenter, Association of Corporate Counsel, Sacramento Chapter, "Inside Counsel's Guide to Preparing for and Managing Unexpected Legal Challenges and Emergencies," Sacramento (April 2009)