



Stephen C. Franz

Associate



2049 Century Park East
18th Floor
Los Angeles, CA 90067

t 310-312-3122
f 310-231-8423
SCF@msk.com

legal expertise

Stephen represents employers in all areas of labor and employment law, including claims involving harassment, retaliation, wrongful termination, and sex, race, age and disability discrimination. His experience includes defending clients across a wide array of industries in class actions, wage-and-hour single plaintiff and PAGA claims and representing employers in state and federal lawsuits, private arbitration and administrative proceedings. In addition, he has helped businesses respond to charges and investigations by the DFEH, DLSE, and NLRB as well as assisted with pre-litigation negotiations. Stephen also advises business owners and human resource professionals on employment matters, including workplace investigations, employee discipline, disability accommodations, and compliance with local, state, and federal laws and regulations.

representative matters

- Obtained summary judgment on behalf of global health care company in disability and age discrimination lawsuit brought by former manager.
- Second-chaired and successfully obtained complete defense verdict in arbitration over former employees' wage and hour claims against popular California restaurant.
- Drafted successful motions for summary judgment and motions to compel arbitration on behalf of private and public employers.
- Drafted motion for summary adjudication in disability discrimination lawsuit on behalf of national retail warehouse club resulting in a favorable settlement within days at a fraction of the previous demand and dismissal of a putative statewide class action.
- Took plaintiffs' depositions in discrimination, harassment, and wage and hour lawsuits against employers in the transportation and medical industries.

practice areas

labor & employment

admissions

California

U.S.D.C., Central District of California

U.S.D.C., Northern District of California

U.S.D.C., Eastern District of Pennsylvania

U.S. Court of Appeals, Ninth Circuit

education

University of California Los Angeles School of Law, J.D., 2013

Wheaton College, B.A., 2009

other career experience

- Associate, Hunton Andrews Kurth LLP
- Associate, Raines Feldman LLP
- Extern, The Honorable Alan M. Ahart of the United States Bankruptcy Court, Central District of California



Stephen C. Franz

- Regularly investigated claims of discrimination and harassment on behalf of retail and restaurant clients before mediating claims.
- Regularly negotiated numerous favorable settlements for employers in restaurant, hospitality, and service industries over alleged failures to provide breaks and pay wages.
- Secured dismissal of NLRB unfair labor practice charge on behalf of tool manufacturer.
- Defended numerous statewide class actions and PAGA representative actions based on alleged violations of the California Labor Code.

professional, business and civic affiliations

- Member, Japanese American Bar Association

client alerts

Keeping Food Sector Workers Posted

California Issues Model Notice of Food Sector Worker Paid Sick Leave That Eligible Employers Must Post

MSK Client Alert, April 28, 2020

Order Up!

California Provides Supplemental Paid Sick Leave For Food Sector Workers

MSK Client Alert, April 21, 2020

LA Takeaways

Los Angeles Provides Guidance on Emergency Paid Sick Leave Ordinance

MSK Client Alert, April 17, 2020

Los Angeles Makes Big Moves for Big Employers

Los Angeles Enacts New Emergency Paid Sick Leave Ordinance For Large Employers

MSK Client Alert, April 10, 2020

New FFCRA Regulations Provide Clarity

Top 15 Practical Takeaways From the New Sick and Family Leave DOL Regulations

MSK Client Alert, April 3, 2020

Enforcement Extension

US Department of Labor Will Not Enforce The FFCRA Until April 18, 2020

MSK Client Alert, March 27, 2020



Stephen C. Franz

DOL Provides Guidance

Department of Labor Releases Initial Q&A for Families First Coronavirus Response Act, Effective April 1, 2020

MSK Client Alert, March 26, 2020

Keeping Employees Posted

DOL Releases Model Families First Coronavirus Response Act Notice That Eligible Employers Must Post

MSK Client Alert, March 26, 2020

Families First

UPDATE: President Trump Signs Families First Coronavirus Response Act

MSK Client Alert, March 20, 2020

Three New Coronavirus Developments for Employers

MSK Client Alert, March 16, 2020

California Supreme Court: Employee Can't Bring Conversion Claim for Unpaid Wages

MSK Client Alert, August 26, 2019