



Brett Greving

Member

San Francisco

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Practice Areas

- Employment Litigation
- Labor & Employment
- Trade Secrets, Restrictive Covenants, and Computer Abuse

Industry Sectors

- Food & Beverage

Education

- University of California, Davis, J.D., 2009
- University of California, Los Angeles, B.A., 2003

Bar Admissions

- California

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court -- Northern District of California
- U.S. District Court -- Central District of California
- U.S. District Court -- Eastern District of California
- U.S. District Court -- Southern District of California
- U.S. District Court -- Nebraska

Affiliations

Bar Association of San Francisco

Awards & Honors

- Best Lawyers in America Ones to Watch 2021-2025

Brett has more than 10 years of employment law experience, providing practical legal solutions for businesses in a heavily regulated employment environment and provides stout defense to employment lawsuits. Brett represents employers of all sizes in state and federal court litigation, handling class actions and individual matters with a particular focus on wage and hour class actions, Private Attorney General Act and Fair Labor Standards Act Collective actions, and trade secret lawsuits. He has experience handling hearings and proceedings before administrative agencies, including the California Labor Commissioner, FINRA, the EEOC, and the California Civil Rights Department.

Brett also handles workplace investigations and both payroll and diversity audits. He counsels and assists employers in avoiding litigation, by navigating the challenge of numerous employment laws including FEHA, the California Labor Code, Title VII, the ADA, OSHA, and Workers' Compensation. He advises companies on the drafting and implementation of employee handbooks, rest break and meal periods, vacation and sick leave policies, paid time off policies, exempt and non-exempt job descriptions, harassment and discrimination policies, and arbitration agreements.

Brett earned his law degree from University of California, Davis, King Hall School of Law and his bachelor's degree from UCLA.

Experience

Obtained a favorable result, following an eight-day jury trial in Contra Costa County, Cal., for the defendant in a case centering on alleged unreimbursed business expenses and a purported conspiracy to use the plaintiff's confidential information to raid his employees, which the plaintiff claimed had resulted in the wholesale destruction of his business. The jury found for the defendant on the conspiracy claim and determined that the plaintiff was not an employee and was therefore ineligible to recover business expenses for the bulk of the time period at issue. While the plaintiff presented expert witness testimony at trial suggesting that his damages exceeded \$20 million, the jury awarded him just slightly over \$30,000.

Obtained a dismissal of a personal injury lawsuit brought against a hotel franchise.

Obtained a favorable settlement after mediation for a major airline in a wage and hour class action and PAGA lawsuit.

Obtained a favorable settlement at mediation for an airline staffing company in a wage and hour class action and PAGA lawsuit.

Represented a staffing company in obtaining a Workplace Violence Restraining Order that protects its employees from violence, danger, or abuse at work.

Negotiated a favorable settlement for a fitness company against which four former drivers brought employee misclassification claims. The settlement was reached at the hearing with the Labor Commissioner and disposed of all claims.

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Represented a hospital in obtaining a Workplace Violence Restraining Order that protected its employees from violence, danger, or abuse at work and secured dismissal of a counterclaim for civil harassment filed against the hospital's CEO.

Obtained an award in our client's favor in an international franchise arbitration matter centered on the termination by our client of a 26-year franchise relationship covering 100 franchise locations in Malaysia and Taiwan, along with related development and distribution agreements, for which the opposition sought \$34 million in damages. After more than two years of litigation and nine days of hearing, with witnesses coming in from China, Singapore, and various states in the United States, the tribunal found that the franchisee was entitled to no damages and our client was entitled to recover on its counterclaims for lost profits and unpaid royalties. In addition, the tribunal entered a permanent injunction directing the claimants, *inter alia*, to transfer all product registrations using our client's trademarks and related tradenames at no charge to our client.

Represented a gift card company that was sued by a former executive for age discrimination and retaliation. The matter was fully litigated, and arbitration was commenced. After two days of arbitration, the plaintiff significantly lowered his demands, and the matter was resolved favorably for the client.

Represented a staffing company in a class action alleging a myriad of wage and hour claims. We successfully moved to compel arbitration of the employee's individual claims and stay the class action. The plaintiff then filed a claim under the California Private Attorney General Act, which cannot be compelled into arbitration. By having the class claims stayed and limiting the PAGA exposure, we were able to negotiate a favorable settlement.