

PARTNER

## Dennis R. Murphy

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### PRACTICE AREAS

Business and Commercial Litigation

Labor and Employment

### 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

### ADMISSIONS

California

Supreme Court of the United States

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

### 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 2021 editions of *The Best Lawyers in America* and is listed as a Super Lawyer in 2005, 2006, and 2011 through 2022 editions of *Northern California Super Lawyers*. He has been named to the *Sacramento Business Journal's* Best of the Bar List and in *Sacramento Magazine's* Top Lawyers list.

Dennis received his B.S., Engineering and his J.D. degrees from the University of California, Los Angeles.

### Industries Served

Construction, Retail Outlets, Water Agencies, Educational, Manufacturing, Fire Protection, Financial Institutions, Printing, Warehousing, Oil, Transportation,

## MEMBERSHIPS

American Bar Association,  
Labor & Employment Law  
Section

Sacramento County Bar  
Association, Labor Section

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

## EXPERIENCE

### 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

### Speaking Engagements

- Panelist, "Murphy Austin Annual Employment Law Update," Sacramento, CA (2008-2021)
- 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)

## **HONORS**

- Listed in *The Best Lawyers in America* (2014-2021)
- Listed as a Super Lawyer in *Northern California Super Lawyers*, Employment and Labor (2005, 2006, and 2011-2022)
- Named in *Sacramento Magazine’s* Top Lawyers List (2015, 2016, 2018, 2019)
- Named in the *Sacramento Business Journal’s* Best of the Bar List (2013-2014)
- AV Preeminent Peer Review Rating from Martindale-Hubbell (1986-present)