



Steven Gallagher

Partner

stevengallagher@foxrothschild.com



Los Angeles, CA

Tel: 424.285.7096

Fax: 310.556.9828

Co-Chair of our Employment Class Actions Practice Group, Steven is an experienced litigator with a focus on defending California wage-and-hour class actions, Private Attorneys General Act (PAGA) claims and high-stakes single-plaintiff claims.

He possesses extensive trial, appellate and arbitration experience, which positions him as a go-to litigator for Fortune 50 companies in an array of industries. Domestic and international employers often turn to Steven to handle bet-the-company litigation.

Steven defends employers in class and PAGA claims, handling every detail of these complex actions from start to finish. He has won complete dismissal of wage-and-hour class/PAGA actions for a variety of clients, including a nationwide retailer, nationwide technology company, nationwide hotel chain, several nationwide franchises, security company, and construction company.

Steven also works with companies (and their vendors) to correct hard-to-spot time and pay errors and to implement litigation avoidance measures involving:

- Minimum Wage and Overtime, including Regular Rate of Pay.
- Meal and Rest Break Compliance.
- Wage Statements / Pay Stubs.
- Final Pay (Waiting Time Penalties).
- Expense Reimbursements.
- Off-the-Clock Work (Pre- and Post-Shift Activities).
- Expense Reimbursements.
- Tip Pooling and Service Charge Distributions.
- Spread of Hours, Reporting Time, and Day of Rest Rules.
- Commission and Piece Rate Pay Agreements.
- Independent Contractor and Day-Rate/Piece-Rate Classification.
- Employee misclassification (exempt v. nonexempt).
- Travel time.
- Motor carrier exemptions.
- Commission and bonus agreements and related issues.

Steven counsels clients and their payroll vendors on how to implement compliant time and pay practices, often rewriting payroll coding himself.

Employers rely on Steven for advice on a full range of human resources policy matters, including arbitration agreements, class action waivers, drafting and revising employee handbooks and meal period waivers. He also conducts wage-and-hour audits and counsels businesses on day-to-day risks, such as discipline, terminations, leaves of absence and internal investigations.

He also advises on labor and employment matters for buy- and sell-side multistate and international mergers and acquisitions.

Services

- Labor & Employment
- Employment Class Actions
- Employment Counseling, Policy Development & Audits
- Workplace Training
- Staffing Law
- Trade Secrets & Restrictive Covenants
- Wage & Hour Compliance

Client Resources

e-Book

[Doing Business in California: A Guide for Employers](#)

California Employment Law Blog

Steven writes about a wide variety of legal challenges faced by California employers on the firm's [California Employment Law](#) blog. Topics include class actions, wage and hour, discrimination, harassment and privacy issues.

Labor & Employment Articles

Steven is a respected author on labor & employment topics, writing alerts and articles about recent developments in California state and federal case law. Read his publications [here](#).

Before Fox Rothschild

Prior to joining Fox Rothschild, Steven worked as an associate at Sheppard Mullin.

Beyond Fox Rothschild

Steven serves on Westlaw's Practical Law Labor & Employment Advisory Board and authored LexisNexis' periodical on litigation defense strategies for California's Private Attorneys' General Act (PAGA) claims. He also leads educational seminars on developments in wage-and-hour laws for lawyers, in-house counsel, and payroll and human resources teams.

Representative Matters

- Successfully helped overturn verdicts on appeal.
- Defeated class certification in claims and then won summary judgment against the class.
- Obtained affirmative motion to deny certification and subsequent dismissal on behalf of Fortune 50 technology company.
- Successfully obtained dismissal of action in its entirety in the representation of an interstate trucking company in a civil action in which the plaintiff alleged a representative civil action under California's Private Attorney General Act (PAGA) under the theory that the company violated state wage and hour laws.
- Obtained full dismissal of case in the representation of a beverage distributor in a class action/PAGA matter where the Plaintiff sought \$1.97 billion in damages.
- Successfully secured dismissal of a representative PAGA claim, turning the case into a single-plaintiff wage claim that resulted in a complete defense victory and an award of fees against plaintiff's counsel.

Bar Admissions

- California

Education

- Western Michigan University Law School (J.D., *magna cum laude*, 2013)
- Defiance College (B.A., *cum laude*, 2008)

Honors & Awards

- Selected to the "Leaders of Influence: Labor & Employment Attorneys" list by the *Los Angeles Business Journal* (2024)
- Selected to the list of "Super Lawyers - Rising Stars" for Employment Litigation in California (2018-2026)

Publications

October 1, 2024

Private Attorneys General Act in California: Defending Against PAGA Claims

LexisNexis

July 9, 2024

PAGA Reform: Everything You Need To Know

July 2, 2024

Naranjo v. Spectrum: Good Faith Defense in Wage Statement

HR.com

June 21, 2022

U.S. Supreme Court Rules Arbitration Agreements Can Include Enforceable Waivers of Employees' Individual PAGA Claims

May 24, 2022

California Supreme Court Issues Pro-Employee Ruling Expanding Definition of Wages