



C. Edward Langhammer, Jr.

Member

Santa Monica

clanghammer@cozen.com | (310) 943-4818

Practice Areas

- Labor & Employment

Education

- University of Southern California Law School, J.D., 1981
- University of Southern California, A.B., *magna cum laude*, 1977

Bar Admissions

- California

Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. District Court -- Central District of California
- U.S. Tax Court

Affiliations

Member, Los Angeles County Bar Association

Director, Community Outreach, Professionals in Human Resources Association (PIHRA)

Member, Society for Human Resource Management (SHRM)

Legal Volunteer, Bet Tzedek

Legal Volunteer, Start Small Think Big

Awards & Honors

- AV Preeminent Rated, Martindale-Hubbell

Ed has over 35 years' experience representing clients in all aspects of employment law and related litigation, including wage and hour class actions; Private Attorneys General Act claims; Fair Credit Reporting Act claims; and suits involving wrongful termination, discrimination, harassment, and retaliation; breach of contract and unfair business practices; and misappropriation of company trade secrets and proprietary information. He also counsels clients on a wide range of employment law matters, conducts wage and hour compliance audits and reviews, drafts employment policies and procedures, and provides human resources training. Ed represents corporate and business organizations, as well as nonprofit and charitable entities.

In his free time, Ed also dedicates his efforts to supporting and participating in the Tour de Pier, a stationary cycling bike event along the Manhattan Beach Strand that raises awareness and funds for cancer research and programs designed to improve patient care, offer better treatment options, and ultimately find a cure for cancer.

Ed earned his bachelor's degree from University of Southern California and his law degree from University of Southern California, Gould School of Law.

Experience

Employment

- Represented a company that fired an employee who then sued for disability discrimination claiming he was fired for his disability. After filing a Motion for Summary Judgment, the employee dismissed the case for a waiver of fees and costs.
- Represented an executive and his employer who were sued for sexual harassment and related claims, by a co-worker, following an admittedly consensual relationship. Defended the executive and obtained a dismissal of all the harassment and related claims. The sole surviving claim was favorably settled in mediation.
- Represented an out of state company that hired a California employee to work in multiple states, including California, who was later fired for misconduct. The employee sued in California for violation of California wage and hour laws, failure to pay overtime, provide meal and rest periods, provide itemized paycheck stubs, etc. Advised the client in conjunction with out of state counsel, and after a Motion to Quash Service, Dismiss or Transfer was filed, the lawsuit was dismissed.
- Represented a non-profit employer who fired an employee for falsification of his time records. The employee sued for breach of contract, failure to pay overtime, provide itemized paycheck statements, provide meal and rest periods, failure to pay wages on termination, and unfair business practices. Defended the hospital and confidentially settled the case at mediation on terms favorable to the company.
- Updated policies, procedures, documentation, and structure for a Southern California engineering

C. Edward Langhammer, Jr.
clanghammer@cozen.com
P: (310) 943-4818 | F: (310) 394-4700

©2024 Cozen O'Connor. All rights reserved.



company who needed all of its employment policies, practices and procedures, from pre-hiring through post-termination, updated in compliance with current laws.

- Successfully defended an employer who was sued by a fired employee who was caught stealing from the company. The employee falsified claims against the employer, including alleged violations of wage and hour, meal and rest break violations and unfair competition, and attempted to bring the case as a class action. The class action was ultimately withdrawn and dismissed by the Plaintiff, and the case was resolved.

Class Action and California Private Attorneys General Act

- Represented an employer, with multiple locations in California, after the company was sued by a former employee, along with other employees, under multiple theories including, the Private Attorneys General Act (PAGA) and numerous wage and hour violations. Successfully defended the employer, and resolved the case, resulting in a withdrawal of the PAGA claim.
- Represented a California hospitality industry business in a California County Superior Court on “stand-alone” PAGA claims. The plaintiff individually and on behalf of over 1000 allegedly “aggrieved employees claimed civil penalties under the PAGA, based on alleged underlying violations of the California Labor Code, including meal period violations; rest break violations; wage statement penalties; and waiting time penalties. Negotiated and obtained court approval of the settlement.
- Represented a California-based multi-location restaurant in a California County Superior Court on claims brought by individual plaintiffs and on behalf of a sizable number of allegedly aggrieved employees claiming individual claims and claims under the PAGA, based on alleged underlying violations of the California Labor Code, including overtime, off the clock unpaid wages claims, meal period violations; rest break violations; wage statement penalties; and waiting time penalties. Negotiated case resolution, including engaging in extended negotiations, including a successful mediation. Additionally, had to overcome substantial hurdles and challenges imposed by the Trial Court Judge to ultimately obtain approval of the settlement, that included dismissal of the PAGA claims, without payment of any civil penalties.
- Represented a franchisor for a national healthcare franchisee in the Central District in a class action asserting wage claims including failure to pay overtime, failure to provide accurate itemized wage statement, and waiting time penalties. Achieved dismissal with prejudice of all class claims and settled for nominal value as to the individually named plaintiff.
- Represented a Los Angeles area hotel in Los Angeles Superior Court where the plaintiff and the 400+ class alleged claims for: failure to pay all overtime wages; minimum wage violations; meal period violations; wage statement penalties; waiting time penalties; unfair competition; and civil penalties under the Private Attorneys General Act. Negotiated and obtained court approval of a confidential settlement on favorable terms for the client.
- Represented a multistate manufacturing company in Orange County Superior Court in a 550+ employee class action alleging unpaid wages (minimum wage and overtime), meal and rest break premium wages, penalties for paystub violations, and waiting time penalties. Negotiated and obtained court approval of a confidential settlement on favorable terms for the client.
- Represented a movie theatre chain in the Central District in a class action involving claims for violations of the American with Disabilities Act, including discrimination for medical conditions. The court granted defendant's Motion to Strike Class Allegations (FRCP Rule 23) and was settled for nominal value as to the individually named plaintiff.

- Represented a franchisee of national healthcare franchisor in Los Angeles Superior Court. The plaintiff and 300+ class members asserted wage claims, including overtime, back pay and penalties. Achieved a confidential, pre-certification settlement.
- Represent franchisees for national franchisors including in healthcare, in-home caregivers and hospitality industries (restaurants, hotels, etc.), including class action and representative (California Labor Code Private Attorneys General Act) claims, including matters regarding joint employment and vicarious liability of franchisors for franchisees' business operations, operating issues, operational guidelines, brand standards and enforcement and breaches of franchisor/franchisee agreements.