Kent J. Sprinkle

Partner

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About Kent

Representing a diverse range of companies with workforces in California, from Fortune 500 global companies to small enterprises, Kent J. Sprinkle possesses an in-depth understanding of employment law and its implications across various sectors, including technology, finance, retail, hospitality, construction, and consulting. With over twenty years of experience defending employers in state and federal court, Kent offers personalized legal counsel, emphasizing accessibility, responsiveness, and humor to alleviate the complexities of navigating California's highly regulated workplace. His personalized attention to each client minimizes the strain of litigation and decision-making, while providing high caliber legal advice, representation, and client service.

Notably, Kent is one of the few California employment lawyers with extensive class action trial and appellate experience. His involvement in landmark cases has helped to shape California class action law, with multiple published decisions. Kent was part of the trial and appellate team that won a closely followed California Supreme Court decision that formulated new class action certification and trial management principles in employment cases. Kent has also successfully argued before the California Court of Appeal and the Ninth Circuit in employment class action cases, addressing topics ranging from attorney conflicts of interest to whether state employment laws apply on oil drilling rigs operating off the coast of California on the Outer Continental Shelf.

Kent's unique experience and expertise in high-stakes and complex employment litigation matters make him a go-to advisor for his clients in both trial and appellate cases.

Education

University of California, College of the Law, San Francisco (formerly UC Hastings), J.D., 2003

- Hastings Constitutional Law Quarterly
- Tony Patiño Fellow

University of San Francisco, B.A., cum laude, English Literature, 2000

Written Opinions

Melena v. ASRC Indus. Servs., LLC, 2022 WL 423493 (C.D. Cal. Jan. 19, 2022)

Mauia v. Petrochem Insulation, Inc., 5 F.4th 1068 (9th Cir. 2021)

Duran v. U.S. Bank Nat. Ass'n ("Duran II"), 19 Cal.App.5th 630 (2018)

Presentations

"Top 10 Employment Issues for California Employers Dealing with Remote Workers," Co-Presenter, CDF Webinar Series, July 2021

"Legal Updates and Strategies For Defending Wage & Hour Class Actions and PAGA Lawsuits," Co-Presenter, CDF Webinar Series, October 2019

"Managing Employees – Make The Law Work For You," “Managing Employees – Make The Law Work For You,”

Recognitions

Listed, Super Lawyers Southern California, 2024

Received CLAY Award for being recognized as one of the Attorneys of the Year, Class Actions, California Lawyer, 2015

Listed, Super Lawyers Northern California Rising Star, 2013 - 2018

Civic Activities

The Tony Patiño Fellowship, Board Member, 2008 - present

> Nonprofit organization that awards law-school scholarships at University of California, College of the Law, San Francisco (formerly UC Hastings), University of Chicago and Columbia University

University of California College of the Law, San Francisco (formerly UC Hastings), Alumni Association, San Diego Chapter Co-Leader, 2020 - 2024

Board of Trustees of the UC Hastings College of the Law Foundation, 2017 - 2020

Duran v. U.S. Bank Nat. Ass'n, 59 Cal. 4th 1 (2014)

Mazzei v. Regal Entertainment Group, 2013 WL 6633079 (C.D. Cal. Dec. 13, 2013)