



Mark S. Spring

Partner & Chair of CDF's Traditional Labor Law Practice Group

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About Mark

Mark S. Spring has almost thirty-five years of experience handling labor and employment law matters throughout California. Spring's practice is focused on representing management in union-management relations.

Spring has a successful record of dealings with a variety of unions including union locals, from the Teamsters, UFCW, IBEW, Laborers, CWA, Machinists, SEIU, Steelworkers, AFSCME, CSUEU, and Stationary Engineers. Spring negotiates union contracts, handles ULP charges, resolves grievances, represents clients at grievance arbitrations, and manages secondary picketing issues and other strike-related litigation and matters. In addition, he assists non-union employers with union avoidance efforts. also counsels employers during union campaigns.

Spring also has a strong reputation for litigation excellence where he built an impressive record as lead trial counsel in both federal and state courts in high-stakes employment litigation. From January through May of 2006, Spring first chaired the longest defamation trial in Sacramento County Superior Court history, where he successfully obtained a defense verdict from the jury on over thirty (30) separate defamation claims. In addition to his successful courtroom and trial work, Spring regularly represents California employers in discrimination, harassment, wage and hour, and employee safety issues in administrative matters/hearings before the NLRB, ALRB, NMB, CRD, EEOC, DLSE/Labor Commissioner, Cal-OSHA, CUIAB, and other state and federal agencies.

Spring also maintains a significant litigation prevention practice, advising national and regional clients on adopting employment policies and managing challenging personnel problems in compliance with California law. In addition, he has represented public figures, elected officials, executives, and athletes in high-profile sexual harassment

Education

George Washington University
Law School, J.D., with honors,
1991

- Journal of International Law and Economics, 1990-1991
- The Advocate Student Newspaper, Asst. Editor, 1989-1991
- U.S. Dept. of Justice, Office of Special Investigations, Law Clerk

Georgetown University, B.S.
Finance, cum laude, 1988

- Dean's Citation for Outstanding Contributions to the University, 1988
- Varsity Men's Lacrosse Team, 1984-1985

Brasenose College, Oxford
University, Summer 1987



lawsuits and investigations.

Spring is a long-term member of the American Employment Law Council (AELC), a national invitation-only group of senior management-side employment attorneys. He is the Northern California representative and Board Member for the Wage & Hour Defense Institute (WHDI), a group comprising rigidly selected top wage and hour litigators nationwide. Mark was named the Best Lawyers® Sacramento 2021 “Lawyer of the Year” for the category of Employment Law – Management by his peers.

He has served for over fifteen years on the Sacramento County Bar Association’s Minority and Diversity Hiring and Retention Committee. From 2022 to 2023, he served as the Chairperson of that organization.

Spring loves to teach. He spent ten years as an adjunct lecturer at California State University, Sacramento, teaching an undergraduate course in recreation law in the Parks, Recreation, and Tourism Administration Department. He served four years as the Managing Editor of our award-winning [California Labor and Employment Law blog](#) and is also a frequent speaker to employment-related groups and associations on union-management relations issues.

Outside of his legal practice, Spring enjoys playing golf, traveling with his wife and family—especially to the Balkans—white water rafting, and coaching sports. Over the past three decades, he has devoted countless hours to coaching high school athletics, including boys’ basketball at Folsom and El Dorado High Schools and girls’ lacrosse at Oak Ridge High School. His passion for sports and mentorship has also taken him abroad: he spent parts of two summers in Montenegro coaching basketball through the Balkan Basketball Diplomacy Project, a program co-sponsored by the Georgetown University Basketball program and the U.S. Department of State, and has led several lacrosse clinics in Israel for the Israel Lacrosse Foundation in Ashkelon. Spring is also a part-owner of the USL League One, Union Omaha mens’ professional soccer club and enjoys traveling to support the team at matches across the country.

- Comparative Business Program

Written Opinions

Medic Ambulance Service, 370 NLRB No. 65 (2021)

Kulshetha v. First Union Commercial Corp., 33 Cal. 4th 601 (2004)

English v. IKON Office Solutions, Inc., 94 Cal. App. 4th 708C (2001)

Ho v. IKON Office Solutions, Inc., 143 F.Supp. 2d 1163 (N.D. Cal. 2001)

Rains v. Criterion Systems, Inc., 80 F.3d 339 (9th Cir. 1996)

Publications

"Labor Bar Ponders Dangers of More Vulnerable NLRB, Law360
," Quoted, Law360

"What To Know As Rulings Limit NLRB's Expanded Remedies," Law360, November 2025



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"Cowen's Active GC Tenure A Sign Of An NLRB In Flux," Quoted, Law360, September 2024

"How Calif. Justices' Prop 22 Affects The Gig Industry," Article, Law360, August 2024

"Personal Emails Aren't Private on Corporate Devices," Quoted, SHRM, June 2023

"Now what on the LAUSD service workers' strike? Will both sides be ready to negotiate ... or more embittered?," Live News Report, KNX News Los Angeles, March 2023

"NLRB Says Workplace Discussions of Racism Are Protected Activity," Quoted, SHRM, March 2023

"Cases That Could Shift NLRB Precedent In 2023," Quoted, Law360 Employment Authority, March 2023

"Low Union Density in Banking Poses Hurdles for Union Organizing," Quoted, Law360 Employment Authority, January 2023

"Ask Help Desk: What happens if you refuse to go back to the office?," Quoted, The Washington Post, April 2022

"Getting Answers: Where Will Masks Still Be Required Once Mandate Lifts Tuesday?," Interview on CBS 13 Sacramento, February 2022

"California Employers, Facing Tight Safety Rules, Need To Get Comfortable With Change," Quoted, HR Dive, August 2021

"Mandating Vaccines in the Workplace," Interview on Sacramento Fox 40 News, April 2021

"Can accounting firms mandate vaccines?," Commentary, The Journal of Accountancy, April 2021

"The PRO Act and the Future of American Labor Law," Daily Journal, March 2021

"The Challenges of Reimbursing Employees for Remote Work in California," Bloomberg Law, November 2020

"2020 Brings New Workplace Requirements," Today's General Counsel, Spring 2020 Edition

Presentations

Sacramento

San Francisco

Los Angeles

Orange County

San Diego



"State Government Regulation of Private Sector Labor Law," Panelist, ABA L&E Employment Law Section, Committee on Development Under the Law Under the NLRB, Midwinter Meeting, March 2026

"NLRB Happenings & Republican Sponsored Pro-Union Legislation," Co-Presenter, CDF Webinar Series, July 2025

"The Future of DEI for California Employers in a Shifting Legal Landscape," Co-Presenter, CDF Webinar Series, April 2025

"New California Employment Laws and Developments for 2025," Co-Presenter, CDF Webinar Series, November 2024

"What Has Been Happening at the NLRB and with Unions in 2024?," Co-Presenter, CDF Webinar Series, July 2024

"New California Employment Laws and Developments for 2024," Co-Presenter, CDF Webinar Series, November 2023

"Navigating the Legal Landscape: Analyzing the Harvard/UNC Decision and Its Impact on DEI in the Workplace," Co-Presenter, CDF Webinar Series, August 2023

"California's New Pay Transparency/Equal Pay Law in Thirty Minutes," Co-Presenter, CDF Webinar Series, February 2023

"Arbitration: The Not So New Frontier," Co-Presenter, Wage & Hour Litigation and Compliance Conference, Practice Law Institute (PLI), January 2023

"New California Employment Laws and Developments for 2023," Co-Presenter, CDF Webinar Series, November 2022

"Managing Employee Performance and Misconduct Discipline, Discharge, and Documentation," Presenter, California Chamber of Commerce's 2022 HR Symposium, November 2022

"Tackling Key California Labor and Employment Law Issues in Acquisitions & Mergers," Co-Presenter, CDF Webinar Series, August 2022

"What's Happening At The NLRB - The Biden Agency That Unionized & Non-Unionized Employers Need To Be Most Focused On In 2022," Co-Presenter, CDF Webinar Series, February 2022

"New California Employment Laws and Developments for 2022," Co-Presenter, CDF Webinar Series, November 2021

"What Healthcare Employers Can Expect from the NLRB Under the Biden



Administration," Panelist, CDF Healthcare Education Webinar Series, October 2021

"Everything You Really Need to Know, Right Now, About the Cal/OSHA COVID-19 Prevention Emergency Temporary Standards," Moderator, CDF Webinar Series, June 2021

"How the New Biden/Harris Administration is Likely to Affect California Employers," Co-Presenter, CDF Webinar Series, January 2021

Recognitions

Listed, Top Authors - Readers' Choice Awards, JD Supra, 2022

Listed, Top Lawyers, Sacramento Magazine, 2018 - 2023

Listed, Best Lawyers® "Lawyer of the Year" - Employment Law Management (2021), Sacramento, CA

Listed, Best Lawyers® - Employment Law Management (2018 - 2026), Labor and Employment Litigation (2018 - 2026) and Labor Law Management (2026), Sacramento, CA

Listed, Northern California Super Lawyers, 2008 - 2009 and 2013 - 2025

Listed, Super Lawyers, Top 25 Lawyers in Sacramento, 2020

Listed, Best of the Bar, Sacramento Business Journal, 2015 & 2019

Martindale-Hubbell AV® Preeminent™ Rated

Wage and Hour Defense Institute (WHDI), Northern California Representative, 2015 - present

CDF Labor Law LLP

Editor-in-Chief, CDF's California Labor & Employment Law Blog, January 2021 - 2024

Committee Member, Diversity, Equity & Inclusion Committee, 2021 - 2023

American Employment Law Council (AELC), Member, 2007 - present

Sacramento County Bar Association Diversity Hiring and Retention Committee, Member, 2003 - 2023



Co-Chair of Committee, 2022-2023

California State University, Sacramento - Adjunct Lecturer - Introduction to Recreation Law, 2014 - present

Sacramento No Glass Ceiling Task Force, Board of Directors, 2005 - 2007

University of Phoenix, Sacramento Campus, Employment Law/Business Law Adjunct Lecturer, 1998 - 2001

Sacramento Area Human Resources Association, Legal and Legislative Director/Board of Directors, 1998 - 2000

Civic Activities

Mark Spring featured in the December 15, 2017, Los Angeles and San Francisco Daily Journal, In Recess Column Article "**Coaching Advocate**" - recognizing his coaching efforts since law school.

Volunteer Basketball Coach – Georgetown University/U.S. State Department Balkan Basketball Diplomacy Project – Bar, Montenegro, August 2011 and August 2012

Assistant Boys Basketball Coach - Folsom High School, 2000 - 2002; 2006 - 2009; 2012 - 2013; 2015 - 2019

JV and Varsity Girls Lacrosse Coach, Oak Ridge High School, 2011 - 2014

Rolling Hills Middle School, Head girls basketball coach, 2010 - 2011

El Dorado Hills Youth Lacrosse Club, Youth girls coach, 2007 - 2010

Temple Or Rishon, Board of Directors, 1996 - 1998

Folsom Chamber of Commerce, Leadership Folsom Program Graduate

Pro Bono

Provides pro bono services to a variety of non-profit organizations in Sacramento, including Shalom Jewish School, UC Davis Hillel, Sacramento Jewish Federation, and Temple Or Rishon Congregation. Counsel includes representing these organizations in employee disputes, negotiations with their executives, and providing general guidelines



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on employment policies and situations.

Spring is also on an attorney panel for the ABA Military Pro Bono Project. The program provides pro bono representation for members of our armed services.

Chair, CDF Pro Bono Committee, 2015 - 2017

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