

Nicole A. Legrottaglie

Partner

18300 Von Karman Avenue, Suite 800

Irvine, CA 92612

nlegrottaglie@cdflaborlaw.com

T (949) 622-1661, ext 1465



About Nicole

Representing employers and management in labor and employment matters in California state and federal courts, Nicole A. Legrottaglie aggressively defends her clients in a broad range of employment claims, with a particular focus on single plaintiff matters, high-stakes class actions, PAGA representative actions, and complex wage and hour litigation. She regularly defends employers facing substantial financial exposure, reputational risk, and procedurally complex litigation. Nicole brings a strategic and tactical approach to class action defense, employing early case evaluations, aggressive motion practice, and settlement positioning to protect her clients' interests and control litigation costs.

In addition to her employment litigation practice, Nicole has significant experience in traditional labor law. She has effectively represented management in union disputes and has successfully handled unfair labor practice charges and administrative hearings before the National Labor Relations Board. Her labor work includes union grievances, labor arbitrations, and advising both unionized and non-unionized employers on collective bargaining, labor relations, and union avoidance strategies. Nicole has a strong track record in arbitration proceedings, where she has successfully defended clients before arbitrators on a range of labor and employment matters.

Nicole is a skilled litigator who has drafted and argued numerous motions and briefs—from discovery to complex dispositive motions—in both state and federal court. She has taken a significant number of depositions, prepared key witnesses, conducted internal investigations, managed pre-trial matters, and resolved disputes through negotiation and mediation.

Beyond litigation, Nicole provides preventive advice and compliance counseling to employers of all sizes. She regularly advises on wage and hour compliance, workplace

Education

University of the Pacific,
McGeorge School of Law,
J.D., 2010

- Junior Barristers Club,
Vice President, 2008–
2010

Manhattan College, B.A.,
Government and Legal
Studies, 2007

Written Opinions

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



policies, disciplinary decisions, terminations, and strategies to prevent discrimination, harassment, and retaliation. Her practical, business-focused guidance makes her a trusted resource for employers navigating California's evolving employment landscape.

Publications

"EEOC Issues Guidance on Reasonable Accommodation of Employee Opioid Use and Addiction," Los Angeles and San Francisco Daily Journal, August 2020

"What HR Professionals Need to Know About Returning Employees to Work and COVID-19 Testing," TLNT Talent Management & HR, June 2020

"California Continues National Trend to Raise Minimum Wage," California Employment Law Letter, October 13, 2014

Presentations

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

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

"New California Laws and Developments the Hotel Industry Should Know," Co-Presenter, Sacramento Hotel Association, March 2021

"New California Laws and Developments," Women Presidents' Organization, January 2021

"Return to the Workplace - A Comprehensive Review of What California Employers Need to Know," Co-Presenter, CDF Webinar, June 2020

"New Laws for 2019," Sacramento Hotel Association, January 2019

"Key Developments from 2017 and Tips to Prepare for 2018," Sacramento Hotel Association, December 2017

"New Laws for 2016," Sacramento Hotel Association, December 2016

"Employee Termination & Resignation: Managing Final Pay Issues and Knowing Employers' Rights and Obligations When the Employment Relationship Ends,"



COUNSEL TO CALIFORNIA EMPLOYERS®

BLR, February 2016

Recognitions

ProVisors, 2022 - present

Listed, Best Lawyers® - Employment Law Management (2022 - 2026) and Labor and Employment Litigation (2022 - 2026), Irvine, CA

Wage and Hour Defense Institute (WHDI), Northern California Representative, 2018 - 2022

American Bar Association, Section of Labor and Employment Law - Employment Rights and Responsibilities Committee, 2014 - present

Sacramento County Bar Association, Labor and Employment Law Section, 2010 - present

Women Lawyers of Sacramento, 2011 - 2021

Sacramento

San Francisco

Los Angeles

Orange County

San Diego

CDFLaborLaw.com