



COUNSEL TO CALIFORNIA EMPLOYERS®

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About Ryan

Ryan Larocca is an associate in the Sacramento office of CDF. He represents California employers in defense litigation regarding all aspects of labor and employment matters, including wage and hour class actions and PAGA actions, wrongful termination, retaliation and harassment claims, as well as claims brought before the Division of Labor Standards Enforcement (DLSE), California Civil Rights Department (CRD), and the Equal Employment Opportunity Commission (EEOC).

Ryan also provides employers with advice and counsel on a range of employment-related issues to ensure compliance with local, state, and federal law. He guides employers in several areas, including COVID-19 rules and regulations, employee leaves of absence, disability and religious accommodations, and employee discipline and termination. He also assists California employers with drafting and implementing various employment policies and practices to maximize risk avoidance.

Publications

"Public Employers Exempt From PAGA: Implications Of California Supreme Court's Ruling," HR Legal & Compliance Excellence, August 2024

"How Calif. Ruling Extends Worker Bias Liability To 3rd Parties," Law360, September 2023

Education

University of Pacific,
McGeorge School of Law,
J.D., cum laude, 2021

Pepperdine University, B.A,
cum laude, 2018

Recognitions

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Listed, Best Lawyers® "Ones to Watch," - Labor and Employment Litigation (2026) and Labor and Employment Law Management (2026), Sacramento, CA

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