



John P. LeCrone

PARTNER

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Vice-chair, Employment Practice

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Education

J.D., Southwestern University
School of Law, 1984
Member, Moot Court Honors
Program

Writer/Oralist, National Moot Court
Competition

B.S., Business Administration,
Finance, University of Southern
California, 1980

Undergraduate Studies, German
Language and European History,
International Finance, Institute of
European Studies at University of
Vienna, Austria, 1978

Admitted to Practice

California, 1984

I succeed by focusing on my clients' needs and perspectives.

John LeCrone is a vigorous advocate for clients in labor and employment matters. His practice is broad and diverse, including employment trials and litigation (discrimination, harassment, retaliation, trade secrets/unfair competition, ERISA), counsel (employment agreements, privacy, media and new technology), due diligence (mergers, acquisitions, facility closures), and training (executives, managers, and rank-and-file employees). Working with large and small corporations, partnerships, nonprofits and individuals, John guides clients managing workforces in a variety of industries. Among them are financial services, healthcare, entertainment, media, manufacturing, food, and retail. John is committed to the resolution of disputes with respect for adversaries and a clear objective of resolving disputes in the most effective and efficient way.

John has served on the firm's executive committee and as vice-chair of DWT's Employment Services Group. He is a fellow in the College of Labor & Employment Lawyers and a member of the College's 9th Circuit Credentialing Committee.

Practice Highlights

Civil lawsuits

Representing clients in numerous federal and state lawsuits alleging employment discrimination, harassment, retaliation, and failure to accommodate. Prosecuting and defending a multitude of cases alleging theft of trade secrets, unfair competition, fraud, and employee raiding.

Class actions

Serving as lead defense counsel in numerous wage-and-hour class actions, as well as multiplaintiff and class action cases alleging discrimination under the California Unruh Civil Rights Act and Gender Tax Repeal Act.

Risk avoidance

Guiding clients through the panoply of federal and state regulations governing the workplace, with a focus on avoiding lawsuits and claims before they arise. Helping negotiate clear, direct, and enforceable terms for employment, separation, and severance agreements.

Experience

Single-Plaintiff Litigation

Janya, Saloom v. Kaiser Foundation Health Plan, Southern California Permanente Medical Group

Obtained summary judgment on all counts in multi-plaintiff action alleging claims of retaliation, violations of California Health and Safety Code, and defamation, among others. Affirmed on appeal. (2019)

Baker v. Alcoa, Inc., Arconic Global Fasteners & Rings

Obtained summary adjudication for aerospace manufacturer on plaintiff's claims for discrimination, harassment, and retaliation, and subsequently obtained—on the eve of trial—dismissal with prejudice of plaintiff's remaining wrongful termination and common law claims. (Los Angeles Cnty. (Calif.) Super. Ct. 2018)

Confidential binding arbitration

Successfully defended large engineering consulting firm in a case brought in Delaware by a former president alleging breach of the firm's stock purchase agreement. Obtained dismissal of all claims before trial and reimbursement of attorneys' fees as prevailing party under the agreement. (2018)

Ortega v. Alcoa, Inc.

Defended metals engineering and aerospace company in claims alleging wage hour violations and unlawful retaliation made by a former machinist. Obtained dismissal of all claims. (2017)

Maniego v. Alcoa, Inc.

Obtained summary judgment on behalf of a metals engineering and aerospace company in a case brought by a former employee alleging race discrimination, harassment, and retaliation under the California Fair Employment and Housing Act ("FEHA"). (2017)

Zipkin v. Kaiser Foundation Health Plan, Southern California Permanente Medical Group et al.

Lead trial counsel in a case brought by a longtime physician partner of SCPMG with 13 causes of action alleging, among other accusations, unlawful retaliation, violation of public policy, violations of the Cal. Health & Safety and Business & Professions Codes, defamation, and emotional distress. After a three week arbitration, the judge returned a complete defense verdict for all defendants and claims. (2017)

Rowell v. Sony Pictures Entertainment Inc. and CBS Corporation

Successfully defended Sony Pictures and CBS on claims for discrimination and retaliation under state and federal law brought by an longtime actor who had appeared on a televised soap opera. The District Court dismissed, with prejudice, all but one claim, which later was dismissed voluntarily by plaintiff. The case currently is on appeal. Plaintiff then appealed the dismissal of her claims to the 9th Circuit, which subsequently affirmed dismissal on appeal. (2018)

March v. Kaiser Foundation Hospitals

Lead counsel for defendants against claims of racial, disability, and sexual orientation discrimination; failure to accommodate; failure to provide meal and rest breaks; and failure to pay all wages, among others. Summary judgment granted on all claims. (2016)

Levingston v. Southern California Permanente Medical Group, Kaiser Foundation Health Plan

Lead counsel for defendants against claims alleging violation of public policy for whistleblowing and wrongful termination, stemming from a doctor raising alleged concerns about incentive programs. Obtained summary judgment on all claims. (2016)

Dennis v. Beachwood Services

Defended entertainment production company in claims alleging race discrimination, harassment, and violation of public policy. Summary judgment granted on all claims. (2014)

Rosenberg v. Redflex Traffic Systems

Defended the largest provider of traffic enforcement cameras against claims brought by former executive for wrongful

discharge, violation of public policy, and indemnity under Labor Code section 2802. Obtained complete dismissal of all claims, before discovery, on foreign selection, choice of law, and compulsory counterclaim grounds. (2014)

Lenge v. Charter Communications

Won summary judgment in wrongful termination case involving claims of disability discrimination, failure to accommodate, and retaliation. Employee-plaintiff had dyslexia and was terminated after refusing to return from medical leave. Court found plaintiff's complaint failed on all seven claims. (C.D. Cal. 2013)

Weaver v. Kaiser Foundation Health Plan, Inc., Southern California Permanente Medical Group

Won full defense award after two-week arbitration of case brought by a former partner physician alleging nine causes of action related to his partnership and service as a physician with Southern California Permanente Medical Group. (2013)

Porteous, Teri v. Kaiser Foundation Health Plan, Inc., Kaiser Foundation Hospitals, Southern California Permanente Medical Group

Obtained summary judgment on behalf of various Kaiser entities and an individual defendant in a wrongful termination case alleging claims for age discrimination, retaliation, defamation, violation of Business and Professions Code § 17200, and intentional infliction of emotional distress. (2011)

Winston v. Countrywide Home Loans, Bank of America

Lead trial counsel for defendants in a month-long trial for fraud and wrongful discharge claims brought by former Countrywide executive. Obtained defense verdict at trial on all but one claim. The Court of Appeals found for the defense on the final claim and reversed the judgment in full, (without a new trial) finding that substantial evidence did not support the jury's verdict. Plaintiff's petition for review to California Supreme Court denied. (Cal. Super. Ct. 2011; Cal. App. & Supreme Ct. 2013)

Aboseif v. Southern California Permanente Medical Group et al.

Lead defense counsel in an arbitration case brought by a former partner physician alleging nine causes of action related to his partnership and service as a physician. (2012)

Williams v. Sony Pictures Entertainment

Lead defense counsel in case alleging disability discrimination, wrongful discharge, and failing to accommodate. (2011)

Farmer v. Searles Valley Minerals Operations

Defense counsel in action alleging disability discrimination, failure to accommodate, and interference with alleged union-organizing. Obtained summary judgment on all claims; summary judgment was affirmed on appeal. (2011)

Class Action and Multi-Plaintiff Defense

Guiher v. Punch Bowl Social

Lead defense counsel in wage/hour class action and PAGA Representative Action brought on behalf of restaurant servers in California alleging meal and rest period, overtime, and "off-the-clock" violations. (San Diego Cnty. (Cal.) Super. Ct. 2019)

Kunsman v. Punch Bowl Social et al.

Lead defense counsel in wage/hour class action and PAGA Representative Action brought on behalf of restaurant servers in California alleging meal and rest period, overtime, and "off-the-clock" violations. (Sacramento Cnty. (Cal.) Super. Ct. 2019)

Cosner v. Magic Bubble Productions

Lead defense counsel in wage/hour class action brought against a film production company alleging wage payment, wage statement, and overtime violations. Obtained early dismissal of all class-wide claims. (2016)

Purcell v. Buffalo Wild Wings International, Inc.; Pacific Wings LLC

Defense counsel in class action brought on behalf of restaurant servers in California alleging meal and rest, overtime, and "off-the-clock" violations. (2016)

Horta v. Searles Valley Minerals, Inc.

Lead defense counsel in wage/hour class action alleging meal and rest breaks, overtime, pay stub, and rate-of-pay violations. (2016)

Long v. Playboy Enterprises, Inc.

Obtained summary judgment for defendant in Unruh Act class action brought on behalf of all males in California alleging gender price discrimination connection with third party charitable events held at the Playboy Mansion. Summary judgment upheld by 9th Circuit Court of Appeal. (C.D. Cal., 9th Cir. 2014)

Frye v. Playboy Enterprises, Inc.

Plaintiff's counsel in *Long* filed another class action alleging identical claims under Unruh Act. Case dismissed after successful appeal of *Long*. (C.D. Cal., 2014)

Chullino v. Prospect Mortgage

Lead counsel in wage and hour class action alleging meal period, overtime, and off-the-clock violations. Class claims dismissed before certification. (2012)

Campbell v. American Express, Conde Nast Publications, et al.

Obtained summary judgment as lead defense counsel in class action brought on behalf of all males in California against eight corporate defendants alleging violations of the Unruh Act (gender discrimination) and Gender Tax Repeal Act in connection with a "Women's Golf Month" event. (2012)

Lucarini v. Dresser, Inc.

Lead defense counsel in wage and hour class action brought on behalf of oil industry technicians alleging violations of alternative work week, meal period, on-call time, and off the clock rules. (SBSC 2010)

Henson v. Searles Valley Minerals Operations, Inc.

Lead defense counsel on wage hours class action alleging meal period, pay stub, overtime, and "off-the-clock" violations. (2011)

In re KPMG overtime litigation

Defended KPMG in nationwide consolidated wage and hour class actions alleging improper classification of unlicensed accounting employees. (2012)

Trade Secrets and Unfair Competition

Windsor Capital Group v. Cryan, et al.

Lead defense counsel in action alleging misappropriation of trade secrets, unfair competition, and breach of contract. (2011)

World Financial Group v. HBW Insurance Services

Lead defense counsel in action alleging misappropriation of trade secrets, unfair competition, and breach of contract. (Ventura Cnty. (Cal.) Super. Ct. 2011)

U.S. Trust Company v. Lehman Brothers

Plaintiff's counsel in action alleging misappropriation of trade secrets and employee raiding against Lehman Brothers and individual defendants recruited by Lehman Brothers. Achieved favorable settlement on all claims, including injunctive relief. (Orange Cnty. (Cal.) Super. Ct. 2008)

U.S. Trust Company v. Morris Noble

Plaintiff's counsel in action alleging misappropriation of trade secrets against a senior-level employee who left U.S. Trust to join Morgan Stanley. Case resolved on favorable terms. (San Francisco (Cal.) Cnty. Super. Ct. 2008)

Transactional

Sale and recapitalization of West Dermatology

Provided employment counsel in the sale West Dermatology, a medical practice and related management services organization (MSO) with over 20 locations in Nevada, California, and Arizona, to private equity firm Enhanced Equity Funds. (2014)

Acquisitions by retailer

Represented global retail company regarding California employment considerations in two strategic acquisitions. (2012)

Employment Counseling

Private space part manufacturer

Counsel to global developer, manufacturer, and supplier of aerospace products in employment-related matters, including matters arising from FAA and other federal regulations covering aerospace, aircraft design and parts, and other aircraft-related regulations. (Ongoing)

Memberships & Affiliations

- Fellow, 2015-present; 9th Circuit South Credentials Committee, 2018-present – College of Labor & Employment Lawyers
- Advisory Board Member, USC Institute for Corporate Counsel, 2014-present
- Board Member, USC Libraries Board of Councilors
- Los Angeles County Bar Association, Labor & Employment Section
- Editorial Board, Los Angeles Lawyer Magazine, 2002-2014
- Labor and Employment Section, State Bar of California

Professional Recognition

- Named one of the "Top Minority Attorneys in Los Angeles," Los Angeles Business Journal, 2020
- Named one of the "Best Lawyers in America" in Employment Law by Best Lawyers, 2020-present
- Named "Community Health Champion," Eisner Health, "Promise of Care" Annual Event, 2018
- Received the H. Stewart Tremain Award, Davis Wright Tremain, 2013
- Selected to "Southern California Super Lawyers," Thomson Reuters, 2007-2016

- Selected to "Top Employment Lawyers - U.S." Thomson Reuters, 2008
- Selected to "Super Lawyers Corporate Counsel Edition" in Employment and Labor Law, Thomson Reuters, 2009

Insights

Biden's Executive Order Takes Aim at Non-Competes, 07.13.21

"Promoting and Enhancing Diversity, Equity, and Inclusion in the Workplace – Without Breaking CA Law," California Labor & Employment Law Update, Davis Wright Tremaine, 02.09.21

"Impacts of the SCOTUS Decision on Title VII LGBTQ Workplace Protections," Davis Wright Tremaine Webinar, 06.29.20

U.S. Supreme Court Rules Title VII Bars Discrimination Based on Sexual Orientation or Gender Identity, 06.17.20

Los Angeles Office of Wage Standards Issues Guidance on New Supplemental Paid Sick Leave Order, 04.13.20

Los Angeles Orders Mandatory Face Coverings to Protect Certain Essential Employees, 04.09.20

L.A. Mayor Orders Supplemental COVID-19 Paid Sick Leave, 04.09.20

New Los Angeles Ordinance Provides Supplemental Paid Sick Leave in Response to COVID-19 Pandemic, 03.30.20

L.A. Business Journal Names Camilo Echavarria and John Lecrone Two of the City's Top Minority Attorneys, 01.31.20

Three Davis Wright Tremaine Lawyers Shortlisted for Chambers USA Diversity Awards, 05.17.19

Davis Wright Tremaine Supports LGBTQ+ Legal Community in Washington State, 05.01.19

"Getting Back to the Basics of Avoiding Risk," Davis Wright Tremaine Seminar, Los Angeles, 02.07.19