



Eugene C. Ryu

Partner

Los Angeles
+1.310.552.5035

Gene.Ryu@klgates.com

OVERVIEW

Eugene Ryu is the leader of the California Labor, Employment, and Workplace Safety practice group. He helps determine the strategy and growth of the practice group in California. Having been based in both San Francisco and Los Angeles, Gene has had the opportunity to represent employers in litigation throughout the state. Gene's practice includes both litigation, including wage and hour class actions, harassment and discrimination claims, as well as advice and counseling on all employment related topics.

PROFESSIONAL BACKGROUND

For more than two decades, Gene has represented prominent employers and management in a wide range of employment-related matters. He frequently defends California employers in high stakes wage-and-hour class actions and private attorney general (PAGA) representative actions. In addition, Gene handles all forms of employment litigation including discrimination, wrongful termination and misclassification claims. Gene has expertise defending "gig-economy" clients in litigation regarding independent contractor status. Gene's clients span across various industries including technology, retail, transportation, and hospitality. Gene is experienced, highly responsive and knows how to successfully defend his clients.

ACHIEVEMENTS

- Named, Power List, *Lawyers of Color*, 2020
- Named, Most Influential Minority Lawyers, *Los Angeles Business Journal*, 2019
- Named, Alumnus of the Year, Korean American Bar Association of Northern California, 2017

PROFESSIONAL / CIVIC ACTIVITIES

- Member, Adjunct Board of Advisors, US-Korea Law Foundation
- Member, Board of Directors, Korean American Bar Association of Northern California, 2008-2013
- Member, Board of Governors, Korean American Bar Association of Southern California, 2013 - 2015

- Member, National Asian Pacific American Bar Association
- Sponsor, Pasadena Angels, Inc., 2013 - 2014

SPEAKING ENGAGEMENTS

- “California’s New Pay Data Reporting Law: Are You Ready?” *K&L Gates/Trusaic Webinar*, 25 February 2021
- “Preparing Your Tech Company for 2019’s New Employment Laws” Los Angeles, CA, 30 January 2019
- “Preparing Your Tech Company for 2018’s New Employment Laws” Los Angeles, CA, 18 January 2018
- “Workplace Diversity: One Very Eventful Year Later” 14 November 2017
- “Let’s Be Blunt: What Does Medical & Recreational Marijuana Mean for the Workplace?” BB&T Insurance Services, 14 March 2017
- “Employment Law 2.0: How to Prepare Your Tech Company for 2017’s New Employment Laws” Los Angeles, CA, January 5, 2017
- “Differences between U.S. and Korean employment laws through an analysis of worker misclassification” US/Korea Law Day, Irvine, CA, 25 July 2015
- “Navigating the Most Common Employment Law Issues for Start-Ups” Business Technology Center of Los Angeles County, Altadena, CA, July 22, 2015
- “Crafting Severance Agreements: Considerations for Tech Startups to Multinational Employers (and Everything In Between) to Prepare an Enforceable Release” Center for Competitive Management (C4CM) Webinar, 8 July 2014
- “The Employee From Hell” Littler Mendelson, San Francisco, CA, 29 January 2014
- “Employment Law Update” Labor & Employment Webinar Series - Littler Mendelson and BB&T, 29 January 2014
- “New Employment and Labor Laws for 2014 and 2015” Los Angeles, CA, 15 January 2014
- “Impact of Social Media on the Workplace: What are your employees doing on Facebook?” 25th Annual Convention - National Asian Pacific American Bar Association, Kansas City, MO, 9 November 2013
- “Tech Startups To Family Owned Restaurants: How A Small Business Should Document Leaves Of Absences In California” Professionals In Human Resources Association (PIHRA) Webinar, 18 October 2013
- “Non-Compete & Non-Solicitation Provisions in Employment Agreements and M&A Transactions: Comparisons between Korea, China & the U.S.” Conference - International Association of Korean Lawyers (IAKL), Seoul, Korea, September 27, 2013
- “A Comparison of Issues That Arise from Terminations in Korea and the U.S.” The 2013 US-Korea Law Day - US-Korea Law Foundation, July 27, 2013

- “California Workers' Compensation Update and Intersection with Other Employment Laws” American Hotel & Lodging Association, 6 June 2013
- “Discrimination & Bias in the Law” International Association of Korean Lawyers, 14 September 2012
- “Managing the Aging Workforce” BB&T, Pleasanton, CA, 16 November 2011
- “Coordinating Employment Law and Workers' Compensation” BB&T, 26 January 2011

EDUCATION

- J.D., University of California Hastings College of the Law, 2000
- B.A., University of California, Berkeley, 1996

ADMISSIONS

- Bar of California
- United States District Court for the Central District of California

THOUGHT LEADERSHIP POWERED BY HUB

- 22 March 2021, COVID-19: California Extends COVID-19 Supplement Paid Sick Leave and Includes Vaccinations (*Alerts/Updates*)
- 9 March 2021, COVID-19: California Jurisdictions Extend or Reissue COVID-19 Emergency Paid Sick Leave Ordinances (*Alerts/Updates*)
- 5 March 2021, California Supreme Court Strikes Down Meal Break Rounding; Establishes Presumption of Noncompliance Through Records (*Alerts/Updates*)
- 25 January 2021, The Past Looks like the Present: The California Supreme Court Determines that the Dynamex Decision on Independent Contractor Classification Applies Retroactively (*Alerts/Updates*)

NEWS & EVENTS

- 25 February 2021, California's Pay Equity Law Deadline: Are You Prepared? (*Event*)
- 11 January 2021, K&L Gates Continues California Growth with Addition of Los Angeles Labor and Employment Partner (*Press Release*)

AREAS OF FOCUS

- Labor, Employment, and Workplace Safety
- Employment Disputes and Investigations

- Employment Issues in Business Transactions
- Executive Compensation
- Global Employer Solutions
- Human Resource Advice and Compliance
- Wage and Hour
- Workplace Safety