



Littler Mendelson

[Kevin Quinn]

This firm has grown from a small San Francisco boutique to a national firm with top clients by sticking to what it knows best - labor and employment law.

In the early 1940's, Littler and Mendelson was formed as a labor and employment boutique in San Francisco and largely handled government wage-control issues, labor strikes, and various other matters that arose as a result of wartime labor laws. Since, its labor and employment practice has evolved with the times and the firm has grown to become the foremost authority in its field. The largest firm in the country devoted exclusively to labor and employment law on behalf of management, Littler and Mendelson currently employs almost 400 attorneys in 29 offices.

Much of the growth that has allowed the firm to rise to national prominence has occurred relatively recently in its history. After having spread to every major commercial center in California in the 1970's and opening its first East Coast office in Baltimore in the early 80's, Littler has seen a veritable growth explosion occur since the early 90's, opening offices in every region of the country. Now making its mark in 17 states, Littler has set up satellites in Boston, Charlotte, Miami over the last 12 months. The firm also teamed up with Phoenix-based Bacon & Dear last year to establish a separate firm, Littler Mendelson Bacon & Dear, to handle immigration law, allowing clients to get immigration services that often overlap with employment law from a firm affiliate.

This massive growth is justified, however, as the firm has become the labor and employment firm of choice for a vast number of American corporations, including everyone from *Fortune 500* members to small

businesses. A survey conducted last year by *Corporate Counsel* magazine found that Littler Mendelson receives labor and employment work from 22 of the 194 Fortune 250 companies that responded, six more than its nearest competitor. The firm even takes on important government clients, as one of its shareholders just successfully finished defending the California Supreme Court against an unfair dismissal charge.

As the top choice for corporations to dole out labor and employment matters to, Littler & Mendelson has also become a top choice for many attorneys who seek to practice in the field. There are plenty of reasons for that, too, as the firm offers competitive salaries (although somewhat lower than what you might find at a national general practice firm), an emphasis on a proper work-life balance (including telecommuting options and an optional reduced hours plan after working there for two years) and early experience with clients and in the courtroom. Littler also offers training and mentor programs for both new and lateral hires that has an unmatched capability to produce excellent labor & employment attorneys. The firm's somewhat unique combination of having a boutique practice while still offering the benefits of a large national firm is also a draw to many who take labor and employment law seriously.

So what does it take to join Littler Mendelson? First and foremost, a clear dedication to the work the firm does. All attorneys must have an interest in making a career out of the practice of labor & employment law. Since

the firm does get the chance to draw from the best pool of labor & employment attorneys, academics and prior law firm experience (for laterals) are necessarily looked at quite seriously. The firm also takes diversity very seriously, as evidenced by its top ranking in a *Daily Journal* poll of California's 25 largest firms. Littler also ranks high nationally in the percentage of minority attorneys, gay & lesbian attorneys and female attorneys it employs.

Jobs

Littler Mendelson currently has openings for legal staff throughout its network of 29 offices, and for labor and employment attorneys in the San Francisco Bay Area, Columbus, OH, and Denver, among other places. More information regarding attorney positions at Littler Mendelson can be found in the LawCrossing jobs database.