

Snell & Wilmer



Craig J. O'Loughlin

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Main Bio

Craig O'Loughlin is licensed in Arizona and California and practices in all areas of employment law advisement and litigation, OSHA/Cal-OSHA compliance and defense, workers' compensation consulting and defense, labor relations advisement, and public contract award protests. Craig's expertise in California employment laws, particularly California's complex wage and hour laws, including prevailing wages, assist him in advising and defending not only California-based businesses, but also businesses based outside of California with a significant employment presence there.

In addition, Craig routinely provides training to clients' human resources professionals and general workforce in all areas of employment law, including sexual harassment, discrimination/retaliation, wage and hour practices, discipline and termination practices, and state and federal disability and leave laws.

Representative Experience

- Defending employers in federal and state employee discrimination and retaliation litigation, as well as wage and hour litigation, including large-scale class action defense
- Representing employers before the United States Equal Employment Opportunity Commission, California Department of Fair Employment and Housing, Arizona Civil Rights Commission, United States Department of Labor, and California Department of Labor Standards Enforcement and other administrative entities against wage and hour, prevailing wage, discrimination, and retaliation charges, including conducting investigations, drafting position statements, and participating in mediation/conciliation/arbitration
- Advising employers on current trends and compliance with state and federal employment laws including the ADA, FMLA, FLSA, Title VII, California's Fair Employment and Housing Act, Arizona's Civil Rights Act, and Arizona's Employment Protection Act
- Drafting and enforcing restrictive covenants, including non-competition, non-solicitation, and confidentiality agreements in the employment setting
- Consulting with employers on employment issues and solutions as they pertain to mergers, acquisitions, reorganizations and reductions in workforce, including WARN Act and Cal-WARN Act compliance
- Defending clients in matters of OSHA/Cal-OSHA citations and related retaliation claims
- Drafting comprehensive employment agreements, policies and handbooks for employers
- Directing employers regarding labor relations matters and advising on NLRA enforcement trends

- Protesting awards and denials of public contracts by state and municipal entities

Education

- Arizona State University, Sandra Day O'Connor College of Law (J.D.)
 - Pedrick Scholar
 - Articles Editor, ASU Law Journal
 - Staff Writer, ASU Law Journal
 - National Moot Court Team, Captain
 - The Order of Barristers
 - Moot Court Honor Society
- Arizona State University (B.A., English, *summa cum laude*)

Languages

- Czech

Professional Memberships & Activities

- Arizona State Bar Association
- California State Bar Association

Representative Presentations & Publications

- "The NLRB and How it Impacts Non-Union Employees," Presenter, SHRM Labor Conference (April 26, 2023)
- "Renewable Energy and the Inflation Reduction Act of 2022," Presenter, Snell & Wilmer Webinar (September 9, 2022)
- "[OSHA's Vaccination and Testing ETS Suspended](#)," Co-Author, Snell & Wilmer Legal Alert (November 8, 2021)
- "[COVID-19 Vaccination and Testing ETS](#)," Co-Author, Snell & Wilmer Legal Alert (November 5, 2021)
- "[Updates From Arizona's Law Schools](#)," Highlighted, Arizona Attorney Magazine (September 2021)
- "Working with Unions and Non-Union Workforces in a Pandemic," Panelist, SHRM of Greater Phoenix Labor Conference (July 28, 2021)
- "Bargaining in a Pandemic: Recent Trends and Lessons in Bargaining," Presenter, SHRM of Greater Phoenix Labor Conference (July 28, 2021)
- "Managing Employees in a Pandemic," Co-Presenter, 2020 Employment Law Tool Kit Three-Part Webinar Series: Session 1: Issues for All Employers (October 20, 2020)
- "[3 Supreme Court Cases Employers Should Watch This Term](#)," Quoted, HR Magazine (September 21, 2020)
- "[Mandatory Bereavement Leave and Gender Expression/Sexual Orientation Protection Bills Working Their Way Through Arizona's Legislature](#)," Author, Snell & Wilmer Legal Alert (March 3, 2020)
- "[Paid Parental Leave for Employees? Make Sure This Benefit is Truly Gender Neutral](#)," Author, Snell & Wilmer Labor and Employment Law Blog (June 17, 2019)

- "Restrictive Covenants Dos and Don'ts," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2018)
- "[California's Working Parents Can Take School-Related Leave](#)," Quoted, Society for Human Resource Management (September 11, 2018)

Professional Recognition & Awards

- The Best Lawyers in America®, Employment Law - Management (2020-2024)
- Southwest Super Lawyers, Rising Stars Edition, Employment & Labor (2012-2013)

Community Involvement

- Phoenix Sister Cities, Prague Committee

Previous Professional Experience

- Quarles & Brady, LLP, Partner (2005-2017)
- Stinson Leonard Street LLP, Associate (2003-2005)

Bar Admissions

- Arizona
- California

Court Admissions

- All State and Federal Courts in California
- Supreme Court of Arizona
- Supreme Court of California
- United States Court of Appeals, Ninth Circuit
- United States District Court, District of Arizona

Client News

- Snell & Wilmer Represents Lumifi in Acquisition of Castra