

Paul S. Fleck

Partner
562-653-3200
pfleck@aalrr.com



We give candid opinions and realistic solutions.

Paul Fleck is Chair of AALRR's Employment Practice Group, covering nine offices throughout California.

Mr. Fleck represents management exclusively in all aspects of employment litigation, including defending claims for wage and hour violations, wrongful termination, discrimination, sexual harassment, and leave of absence violations. Mr. Fleck provides his clients with zealous representation in litigation while striving to avoid drawn-out legal proceedings when possible. Mr. Fleck regularly represents employers in California and federal courts and in matters brought by the U.S. Department of Labor, the Equal Employment Opportunity Commission, the California Department of Fair Employment and Housing, and California's Division of Labor Standards Enforcement.

Since Mr. Fleck worked in the human resources field at both Fortune 500 and small California firms prior to his legal career, he now provides practical advice and counsel to employers on human resources and employee relations issues. Additionally, Mr. Fleck regularly conducts human resources audits related to payroll practices, policies and procedures, employee handbooks, job descriptions, and I-9 compliance.

Mr. Fleck also conducts continuing education programs for attorneys and training programs for managers, supervisors, and human resources professionals throughout California and across the country on all issues related to labor and employment. Mr. Fleck is the chair of AALRR's Employment Law Conference, which hosts over 1,000 attendees annually.

OFFICES

12800 Center Court Drive
Suite 300
Cerritos, CA 90703

20 Pacifica
Suite 1100
Irvine, CA 92618

EDUCATION

J.D., Western State College of Law
B.S., California State Polytechnic
University, Pomona

ADMISSIONS

1997, California
U.S. District Court, Central District
of California

PRACTICE AREAS

Executive Compensation &
Employee Benefit Plans

Labor & Employment

Litigation

Nondisclosure, Trade Secret &
Non-competition Agreements

Paul S. Fleck

Honors & Recognitions

In 2016, the national publication *Law360* profiled Mr. Fleck, saluting his success in building his practice while maintaining quality service to his existing clients. The article, "Rainmaker Q&A: Atkinson Andelson's Paul Fleck," highlights Mr. Fleck's interpersonal skills and legal abilities, as well as AALRR's distinctive strengths.

From 2005–2007, Southern California Super Lawyers recognized Mr. Fleck as a Rising Star, one of the top 2.5 percent of Southern California attorneys.

Firm News

AALRR Speakers Announced for January
01.12.2018

AALRR Presents Another Successful Employment Law Conference
04.05.2017

Should Your Company Offer Unlimited Vacation Time?
SHRM.org, 07.21.2016

Milestone Reached, Over 1,000 Attend the 17th Annual AALRR Employment Law Conference
03.31.2016

DFEH Director Phyllis W. Cheng Will Present Keynote Address at 2014 AALRR Employment Law Conference
01.10.2014

AALRR Irvine Office Continues to Grow with the Addition of a New Partner
12.18.2013

As the Holidays Approach: Review Holiday Pay Practices
National Club Association - Connect, 10.29.2013

Events & Speaking Engagements

Mr. Fleck is a frequent speaker for professional organizations, including the Professionals In Human Resources Association, National Human Resources Association, Employers Group, Employers Advisory Council, and various Chambers of Commerce throughout California.

OCEAC - Legal and Practical Methods of Preventing Workplace Violence
Embassy Suites Hotel, 08.16.2018

EAC San Gabriel Valley - Top Ten Best Ways to Get Sued
04.11.2018

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2018 Annual Employment Law Conference | Mission Possible
Cerritos Center for the Performing Arts, 03.29.2018

Alerts & Articles

Federal Court Requires Federal Government to Maintain DACA Program Nationwide with Certain Exceptions
01.26.2018

California Legislative Season Impacts Employment Laws For 2017 and Beyond
10.12.2016

California Supreme Court Decides That There is No “Universal Rule” for Whether an Arbitrator or a
08.03.2016

California Employers Should Start Planning for Upcoming Minimum Wage and Minimum Salary Increases
07.27.2016

California Implements New Anti-Harassment, Anti-Discrimination Policy Regulations Effective April 1
03.21.2016

Publications

Mr. Fleck regularly authors employment law articles for local and national organizations.

Blog Posts

California Governor Approves Legislation Raising Paid Family Leave Benefits for Employees
Labor & Employment Law Blog, 04.15.2016

AALRR Complimentary Breakfast Briefing ~ Leave Me Alone: Avoiding LOA Retaliation Claims
Labor & Employment Law Blog, 04.24.2014

2014 Employment Law Conference
Labor & Employment Law Blog, 02.05.2014

Have You Reviewed Your Acceptable Use Policy Lately?
Labor & Employment Law Blog, 02.20.2013

Have You Reviewed Your Acceptable Use Policy Lately?
EdLawConnect Blog, 02.19.2013

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GOVERNOR BROWN SIGNS EMPLOYMENT-RELATED BILLS ADDRESSING CREDIT REPORTS, GENDER DISCRIMINATION, E-VERIFY, AND PREGNANCY LEAVE TO CONCLUDE 2011 LEGISLATIVE SESSION

Labor & Employment Law Blog, 10.10.2011

EEOC Issues Final Regulations Implementing the Genetic Information Nondiscrimination Act of 2008

Labor & Employment Law Blog, 12.11.2010

Regulations Clarify Extension of Dependent Coverage Rule Under Affordable Care Act

Labor & Employment Law Blog, 05.27.2010

Community & Professional

Mr. Fleck is on the board of directors for the Santa Fe Springs Chamber of Commerce and is the Chairman of its Human Resources Forum. He is a former Director with several nonprofit organizations, including Boys and Girls Clubs of America. Additionally, he is a member in the following organizations:

- American Bar Association
- Orange County Bar Association
- Santa Fe Springs Chamber of Commerce