G | P

Grand Park Law Group
A Professional Corporation

Westside Towers
11835 W. Olympic Boulevard #870E
Los Angeles, California 90064

O:+1 888.629.4754
F: +1 310.900.0805

PRACTICE GUIDE · EMPLOYMENT LAW

Practice Pointers

Grand Park Law Group · 2026



1. **File the CRD complaint early.** The three-year window under Cal. Gov. Code § 12960 is generous, but earlier filings preserve evidence and trigger employer document holds.
2. **Pull the personnel file and pay records before separation.** Lab. Code §§ 226(b), 1198.5, and 432 give employees the right to inspect; employers must produce within 21–30 days.
3. **Plead under § 1102.5 wherever a retaliation theory exists.** The "contributing factor"/"clear and convincing" framework is materially better for plaintiffs than McDonnell Douglas.
4. **Consider the UCL.** Bus. & Prof. Code § 17200 borrows underlying violations and extends a four-year limitations period for restitution.
5. **Audit any out-of-state employer's contract for § 925 violations.** Voiding the forum clause is often the first leverage point in an executive case.
6. **Do not sign without reviewing the § 1542 waiver and any reaffirmation of restrictive covenants.** Severance is also the moment to enforce SB 699 / AB 1076 rights against void non-competes.
7. **Distinguish PAGA-individual from PAGA-representative early.** *Adolph* preserves representative standing post-arbitration, but the 2024 reform's standing requirement narrows what can be alleged.
8. **For wage cases, evaluate the *Naranjo* derivative penalty stack.** A meal-period violation now generates premium pay, wage-statement penalties, and waiting-time penalties — often tripling the headline number.

| Beverly Hills • San Francisco • San Diego • Chicago |
| Main: (888) 629-GPLG (4754) • Fax: (310) 900-0805 • www.GrandParkLawGroup.com |

Practice	Employment Law
Publication	Practice guide · Chapter VI · 2026

Available online at employment.grandparklawgroup.com/articles/practice-pointers. This publication is provided for general information and is not legal advice.

© 2026 Grand Park Law Group, A.P.C. Attorney Advertising.

| Beverly Hills • San Francisco • San Diego • Chicago |
| Main: (888) 629-GPLG (4754) • Fax: (310) 900-0805 • www.GrandParkLawGroup.com |