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**B**rody Zaugg supports the firm's labor and employment department, which consists of business owners and principals, human resources personnel, and in-house counsel, on a variety of issues. The practice ranges from wage and hour defense and litigation; employment discrimination and harassment defense; and counseling and policy review. The firm's clients include construction industry general contractors and subcontractors, and local businesses.

Brody's practice is focused on consulting with clients to develop employee policies and provide advice tailored to their specific business practices and industry standards. The firm also litigates and is called upon to make strategic decisions and recommendations regarding a wide range of employee-employer disputes.

#### **EMPLOYMENT DISCRIMINATION AND HARASSMENT DEFENSE**

Companies frequently struggle with common employment issues such as hiring and firing employees, medical leave or special accommodation needs, wage and hour disparity, and more. Failure to navigate these matters properly can expose the company to possible discrimination or harassment claims or, worse, the need to defend costly lawsuits. Brody and his labor and employment colleagues have extensive knowledge of California and federal harassment and discrimination laws, and the practices of Department of Fair Employment and Housing (DFEH) and the U.S. Equal Employment Opportunity Commission (EEOC). The firm can help you navigate these worrisome situations when they arise or strengthen your position when you are faced with a lawsuit.

#### **PRACTICES**

- Labor & Employment
  - *For general businesses*
- Construction Law
  - *Labor & Employment*
- Business & Commercial Litigation

#### **ADMISSIONS**

- California: State Courts

#### **EDUCATION**

- University of San Diego School of Law, J.D.
  - Dean's Honor Scholarship Recipient
- Utah Valley University, B.A. Mathematics
  - Presidential Academic Scholarship Recipient

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**WAGE AND HOUR DEFENSE AND LITIGATION**

The complex California and federal regulatory environments defining employer wage payment responsibilities challenge both business managers and human resources representatives alike. Whether drafting and enforcing effective policies or participating in the defense of individual or class action lawsuits, Brody remains well-informed about the complicated, continually changing laws and regulations in the employment field. His knowledge helps the firm’s clients to avoid wage and hour disputes. When disputes do occur, Brody and our firm’s aggressive approach usually result in efficient, cost-effective dispute resolution.

**TRAINING, COUNSELING, AND POLICY REVIEW**

The state and federal laws that exist to protect employees are abundant and the need to comply with these laws is critical. By actively tracking changes and other developments in the law, the firm provides valuable expertise to our clients. Brody works with company representatives to draft employee policies specifically tailored to each client’s business needs. The firm then trains them on how to effectively implement those policies to avoid potential lawsuits for non-compliance with the law.

**EXPERIENCE**

- Employment discrimination, harassment, retaliation, and wrongful discharge investigations and litigation
- Wage and hour litigation, including meal, rest break, overtime, and class action, Private Attorneys General Act (PAGA), California Labor Code, and Fair Labor Standards Act (FLSA) claims
- Other state, federal, and local compliance matters
- False Claim Act and general fraud matters
- Misappropriation of trade secret cases
- Employment agreements, employee handbooks, and policies