



STEPHEN R. HOLDEN

Mr. Holden is the founder of the Holden Law Group and manages both the Legal Services and Human Resource Consulting departments of the firm.

Legal & Management Experience

Mr. Holden is a seasoned litigator of all types of employment claims. Whether the dispute is in state court, federal court or an administrative agency, it is likely one previously encountered and successfully defended by Mr. Holden. His litigation expertise includes the skillful use of alternative dispute resolution mechanisms, including arbitration and mediation. Mr. Holden handles matters before all courts and administrative agencies such as the Equal Employment Opportunity Commission, California Department of Fair Employment and Housing, Department of Labor, Department of Labor Standards Enforcement, Cal-OSHA Appeals Board and Workers' Compensation Appeals Board.

When he is not managing the aggressive defense of claims, Mr. Holden helps employers prevent claims with cutting edge legal and practical preventive advice. His legal advice is combined with keen business sense and practical human resource experience. Prior to attending law school, Mr. Holden was the Vice President and General Manager of a company with retail, wholesale and manufacturing operations. He uses his business and management experience to connect clients with real-world solutions that meet client expectations.

Mr. Holden has successfully represented clients ranging from small businesses with just a few employees to multi-national companies with thousands of employees. He has experience representing clients in a broad range of industries; including agriculture, construction, health care, hospitality, manufacturing, social services, professional services, retailing, transportation and utilities.

Professional Activities and Interests

Mr. Holden is a member of the California Bar Association and the labor and employment law section of the bar. He was selected by peer review to the 2013 Best of the Bar designation. He was a member of the Milton L. Schwartz American Inn of Court.

Mr. Holden's experience includes serving as an editor for the California Employment Law Monitor and contributing author for the Sacramento Business Journal. It also includes serving as a director and volunteer for a number of non-profit community service organizations.

Mr. Holden has a passion for endurance sports. He has completed numerous long-distance events including the Ironman Triathlon and the Western States 100 Mile Run.



Education

J.D., University of the Pacific,
McGeorge School of Law
1993

Editor-in-Chief,
Pacific Law Journal

Recipient of several
American Jurisprudence Awards

B.S., Business Administration,
University of Redlands
1984

Employment History

Holden Law Group
2006 – Present

Palmer Kazanjian Holden
2000 – 2006

Littler Mendelson
1994 – 2000

Porter Scott
1992 – 1994

Redlands Paint, Inc.
1981-1990



ARTICLES / PRESENTATIONS / TRAININGS/WEBINARS

Representative Articles

An Attorney's Demand for Employment Records; What Employers Should Know
Arbitration Can Be Tricky
Are You Liable for Someone Else's Employees?
Avoiding ADA Liability for Employees Injured on the Job
Avoiding Age Discrimination Lawsuits
Common Myths about Medical Marijuana and the Workplace
Do an Annual Human Resource Audit
Don't Tell Employees They Can Take a Hike if They Don't Like Your Policies. The Federal Government is Watching!
Employers' Use of Megan's List
Ensure Proper Employee Classification, Avoid Costly Litigation Later
E-Verify System. Good? Bad? Mandatory?
Hiring Safe Workers Pays Off
Mishandling of Breaks
Sick-Leave Law Raises Many Questions
To Drug Test or Not to Drug Test
Transportation Industry Update Use of Independent Contractors
Unpaid Internships are Risky Business
What to Do When an Employee Refuses to Sign a Document

Representative Presentations & Trainings

AB2222 Roundtable – A Discussion on Dealing with Expanded Disability Discrimination Law
AB60: The 8-Hour Restoration & Workplace Flexibility Act
ADA Analysis: Another Layer of Analysis in Medical Cases
Analyzing Leave of Absence Requirements in 3 Easy Steps
Arbitration of Employment Disputes: Benefits and Limitations
Avoiding Claims of Harassment—Interactive Manager Training
Avoiding Claims of Harassment—Interactive Employee Training
Avoiding Liability for Unlawful Employment Practices (Harassment, Wrongful Termination, Wage & Hour Issues)
Avoiding Misclassification Liability Under the Revised FLSA Regulations & California Law
California Labor Law and Employee Training
California Employment Law Basics for Insurance Producers
Developments in Employment Law and Human Resources: A Review of 2008 and a Look into the Future
Disability Discrimination: What Employers Need to Know to Avoid Employee Claims
Drug Testing in the Workplace



ARTICLES / PRESENTATIONS / WEBINARS

Representative Presentations & Trainings, Cont.

EEOC Compliance in California
Employee Handbooks: Getting it Right
Employment Discrimination & Sexual Harassment—Beyond the Basics
Employment Law Update: Equal Employment Opportunity Law Developments
Employment Related Records in California
EPLI Coverage and Employment Torts
Everything Employers Need to Know About Employment Law in California
Handling Medical Issues in the Workplace: Manager Training
“Hot Button” Employment Issues for Country Clubs
Independent Contractor or Employee?
Integration of Benefits/Integration of Rights; the Injured/Disabled Employee
Internal Investigations of Employee Issues
Labor Laws & Hiring Practices to Hire Safe People
Labor Law Update and “Hot Button” Issues
Leaves of Absence and Time Off in California
Leaves of Absence and Wage & Hour Laws for the California Employer
Leaves Management & Labor Law Updates
Legal Update for California Supervisors
Managing Employee Leaves & AB 1522 Paid Sick Leave
Medical Issues in the Workplace and the Overlap of Inconsistent Laws
Overview of FMLA/CFRA and ADA/FEHA
Recruiting and Hiring Practices for Small Businesses
Social Media Policies: Staying Ahead of the Social Media Curve
Special Employment Law Update for HR Professionals
Time Off in California, State and Federal Laws on Employee Leave, Vacations and Holidays
The Employment Law Audit: Creating a Shield Against Employment-Related Claims
The Nature of a Retaliation Action
Violence in the Workplace: Why Management Needs to Have a Plan in Place
Wrongful Termination Law for Managers

Webinars

Employment Arbitration, Is it Right for Your Organization?
Dynamex
Mandatory Paid Sick Leave. Are You Ready?
The Do's and Don'ts of Workplace Investigations