ONE OF THE GREATEST STRENGTHS OF
the D.C. labor and employment practice
at Gibson, Dunn & Crutcher is blending
its expertise with that of lawyers across
the firm’s disciplines.

“Our employment lawyers work seam-
lessly with our class action, appellate,
securities, white collar and other litigators
to tackle our clients’ toughest challenges,”
practice co-chairman Jason Schwartz said.

Some of Gibson Dunn's competitors either
can’t offer the same combinations of expertise
or don’t encourage teamwork, Schwartz said.
“It's an 'eat what you kill' type of mentality.
Here, everybody gets rewarded on how well
they work as a member of a team.”

Putting the right team together re-
sulted in several high-profile victories last
year for Gibson Dunn’s national and inter-
national corporate clients.

After a nationwide class of 30,000-plus
members was certified in a decade-long
gender pay discrimination class action
against Family Dollar, it replaced its lead
counsel with Gibson Dunn.

Schwartz promptly brought together a
nationwide team with employment, class
actions, and appellate expertise to launch a
new strategy to compel individual arbitra-
tions and negotiate a favorable settlement
for the client.

For its client Credico (USA), Gibson
Dunn also pulled together a cross-func-
tional team to successfully defend the sales
and marketing brokerage firm in a nation-
wide collective and class action over em-
ployee classifications.

A federal district judge in New York grant-
ed summary judgment for Credico in Octo-
ber, dismissing all claims against the company.
A month earlier, the firm secured a summary
judgment victory for Credico in a separate
but related case. Both times, Schwartz made
novel joint-employer and outside sales ex-
emption arguments the court adopted.

With more than 1,500 plaintiffs opt-
ing into the lawsuit, an unfavorable out-
come for Credico would have been costly.

“IT was an attack on the essential business
model of Credico,” said Jennifer Clark,
Credico’s chief legal officer.

When Clark hired Gibson Dunn, she
was “looking for a better advocate, some-
one who would dig in and understand our
business.” The employment lawyers ex-
ceeded expectations, becoming “true part-
ers in the business.”

Even Harold Lichten of Lichten
Liss-Riordan, the opposing counsel,
heaped praise on the Gibson Dunn team,
Schwartz in particular. “In court, he made
very good arguments, but he didn’t over-
blow his case, didn’t distort the record
or mischaracterize our case. He fought it
hard, but he fought it fairly,” he said.

Gibson Dunn’s Gene Scalia and Jason
Mendro also recently won a huge victory
when they persuaded the Fifth Circuit to strike
down a controversial Labor Department fidu-
ciary rule. It’s estimated that compliance would
cost about $16 billion. —LAURA CASTRO

firm facts
Name of firm: Gibson,
Dunn & Crutcher
Founded: Los Angeles
Total number of attorneys: 1,370
Litigators as percentage of firm: 59
percent
Litigators as percentage in D.C.: 83
percent
Litigation partners firmwide: 204
Litigation associates firmwide: 575
D.C. L&E litigation partners: 6
D.C. L&E litigation associates: 22

keys to success
■ Put the right team on the field: Find
  the lawyers best suited to win each
  particular case.
■ Learn the client’s business: Visit the
  work site, learn the job and the indus-
  try, and be able to explain it to a judge
  and a jury.
■ Be creative, practical and
  service-focused: Find new solutions
  that work in the real world and be
  responsive to clients 24/7.
—Jason Schwartz

JASON SCHWARTZ

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