



## Robert P Kristoff

Senior Counsel, Employment Law Department

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**Robert Kristoff** is a partner of the Employment Law practice of Paul Hastings and is based in the firm's San Francisco office. Mr. Kristoff practices labor and employment law, focusing on union-management issues before the NLRB, collective bargaining, project labor agreements; employment litigation including class actions involving wage and hour, discrimination, sexual harassment, and wrongful termination issues; and executive training seminars on sexual harassment and other employment law issues.

### Recent Representations

- Negotiated project labor agreements for a variety of real estate development projects including Hunters Point Naval Shipyard, Treasure Island Community Development, Mare Island Naval Shipyard, the Wilshire Grand and multiple solar energy projects throughout California
- Represented a national logistics company in a class-action alleging workers were misclassified as independent contractors
- Represented a national fitness chain in a class-action alleging its compensation plan for group fitness instructors failed to compensate employees for all time worked
- Negotiated collective bargaining agreements for various West Coast not-for-profits, country clubs and hospitality clients
- Arbitrated numerous discipline, scheduling and work jurisdiction issues for unionized national winery client
- Represented large event planning client in statewide meal and rest break class-action
- Presented sexual-harassment awareness and prevention seminars for C-suite executives at various clients
- Conducted investigation of alleged executive misconduct for major-league sports client

### Accolades and Recognitions

- Selected by his peers for inclusion in The Best Lawyers in America; and

### San Francisco

T: 1(415) 856-7073

F: 1(415) 856-7173

### New York

### Practice Areas

Employment Law  
Employee Mobility and Trade Secrets  
Trade Secrets  
Labor/Management Relations  
Employment Litigation  
Litigation  
Employment Counseling and Preventive Advice

### Admissions

California Bar  
New York Bar

### Education

Boston College Law School,  
J.D. 1977  
Harvard University, A.B. 1974

## **Robert P Kristoff** (Continued)

Northern California Super Lawyer

### **Speaking Engagements and Publications**

- Lectured extensively before legal, academic, and business groups on labor and employment law issues
- Author of numerous articles and papers, including a Japanese-language summary of American discrimination and sexual harassment laws
- Created a web based training module on sexual harassment and prevention for managers

### **Professional and Community Involvement**

- Member of the Labor and Employment Law Committee of the San Francisco Bar Association; the State Bar of California Labor and Employment Law Section; and the American Bar Association Labor and Employment Law Section, Committee on Practice and Procedure Under the National Labor Relations Act
- Serves or has served on the board of directors of the Family and Children's Law Center, American Diabetes Association, Golden Gate Chapter, Metrolight Studios, Schurman Fine Papers (Papyrus Stores), Trader Vics Restaurants, the Harvard Club of San Francisco, the Harvard Alumni Association and the Board of Regents of Marin Catholic High School
- Admitted to the Bars of New York and California

### **Education**

- Boston College Law School, J.D., 1977
- Harvard University, A.B., 1974

### **News**

#### **June 02, 2015**

Hotel Lotte Acquires New York Palace Hotel

#### **November 10, 2014**

Paul Hastings Represents Putnam Holding Company in Sale of Portfolio of New York Multifamily Residential Properties

#### **February 01, 2013**

Paul Hastings Team Assists Korean Air Lines With Major Development Project

#### **August 16, 2010**

## Robert P Kristoff (Continued)

Best Lawyers Names 91 Lawyers to 2011 Edition of Rankings

### January 06, 2010

Paul Hastings Selected as The American Lawyers Labor & Employment  
Litigation Firm of the Year

## Insights

### June 06, 2016

The Seventh Circuit Holds that Class Action Waivers in Employee Arbitration  
Agreements Are Unenforceable

### March 14, 2014

San Francisco Restricts Employer and Landlord Inquiries Into Criminal Histories

### January 17, 2012

Labor Board Rules that Class Action Waivers in Arbitration Agreements Violate  
Rights of Employees to Engage in Concerted Activities

### February 06, 2009

President Obama Signs Three Executive Orders as the First Step in  
Implementing a Pro-Union Labor Policy

### December 01, 2001

Terminating or Refusing to Hire an Individual Who Refuses to Sign a Non-  
Compete Agreement Violates California Public Policy and Justifies Punitive  
Damages Award

## Rankings & Awards

### January 02, 2013

Law360 Awards - Top Practice Groups of the Year