



James A. Zapp

Senior Counsel, Employment Law Department

jameszapp@paulhastings.com

James Zapp is co-chair and a partner of the Employment Law practice of Paul Hastings and is based in the firm's Los Angeles office. He has extensive experience and success as a jury trial lawyer. Mr. Zapp's practice includes the representation of employers in all aspects of labor and employment law, and employment litigation, including wage and hour class actions, wrongful discharge, discrimination, retaliation, whistleblower, and labor-management litigation; unfair labor practice charges and other proceedings before the National Labor Relations Board; union organizing campaigns; labor negotiations; arbitrations; and administrative proceedings before the Equal Employment Opportunity Commission, the Fair Employment and Housing Commission, and wage and hour compliance agencies. Prior to practicing law, Mr. Zapp worked for private industry for 12 years. He held significant human resources management positions and worked as a labor relations consultant to clients in many industries.

Recent Representations

- Recognizing his versatile trial skills, major motion picture studios retained him in copyright infringement cases which he has tried successfully to defense verdicts
- Defended a major healthcare organization in administrative trial proceedings involving the suspension of a physician's hospital privileges
- Major domestic and international employers, including biotechnology and technology companies, pharmaceutical companies, entertainment companies, universities, construction and engineering companies, and healthcare organizations

Accolades and Recognitions

- Won more than 90 percent of his trials representing major employers in lawsuits
- Featured in The National Law Journal and The American Lawyer
- Consistently been named in The Best Lawyers in America and California Super

Los Angeles

T: 1(213) 683-6294

F: 1(213) 996-3294

Practice Areas

Employment Law
Employment Litigation
Litigation
Life Sciences and Healthcare
Employment Counseling and
Preventive Advice

Admissions

California Bar

Education

Loyola Law School, Los Angeles, J.D. 1980
Stanford University, B.S. 1968

James A. Zapp (Continued)

Lawyers

Speaking Engagements and Publications

- Lectured on labor and employment law topics
- Spoken extensively on litigation strategy

Professional and Community Involvement

- Member of the State Bar of California, the U.S. District Courts in California, and the Ninth Circuit Court of Appeals
- Serves on the Board of Directors of TrinityCare Hospice, the oldest and largest non-profit hospice in Southern California

Education

- Loyola Law School, J.D., 1980
- Stanford University, B.S., 1968

News

August 17, 2018

14 Paul Hastings Lawyers Named 2018 Acritas Stars

August 16, 2010

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

June 17, 2008

Paul Hastings Attorneys Recognized as Super Lawyers and Rising Stars in Northern California, Southern California, Georgia, Illinois, New York and Washington, D.C.

May 20, 2007

Paul Hastings Attorneys Recognized as Super Lawyers in Southern California, Connecticut, Georgia, New York, San Diego and Washington, D.C.

Rankings & Awards

August 23, 2018

James A. Zapp (Continued)

Recognized as Acritas Stars by Sharplegal

January 02, 2013

Law360 Awards - Top Practice Groups of the Year