

Tao Leung

Partner

Los Angeles

Biography

Recognizing an ounce of prevention is worth a pound of cure for employers, Tao Leung adopts a practical, proactive approach in advising clients how to prevent, address, and resolve workplace-related challenges.

Tao heads the Labor and Employment practice in our California offices and handles all aspects of California and federal employment law. Whether it's counseling clients regarding constantly changing employment laws, conducting internal investigations and training, or advising on M&A transactions, Tao helps employers of all sizes navigate California's particularly rigid employment laws. Tao has also successfully represented employers in labor and employment litigation, including wage-and-hour class actions, discrimination, wrongful termination, retaliation, harassment, misappropriation of trade secrets, and breach of contract matters.

Prior to joining the firm, Tao was a labor and employment associate at another international law firm. He also has experience working as an in-house trial counsel at a Fortune 500 company.

Representative experience

Represented sports and live entertainment companies in multiple wage-and-hour class actions.

Represented a large retailer in a wage-and-hour class action alleging discrimination, harassment, retaliation, and violation of civil rights.



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Languages

English

Practices

Employment

Litigation Services

Trade Secrets and Confidential Know-how

Industries

Sports, Media & Entertainment

Areas of focus

Class Actions and Group Litigation

Represented an apparel company in an action alleging discrimination, harassment, retaliation, malicious prosecution, and violation of civil rights.

Represented an e-commerce logistics and fulfillment company in numerous wage-and-hour class actions and PAGA claims.

Represented a television production company in an action alleging retaliation and wrongful termination.

Represented a global entertainment company in harassment, discrimination, failure to accommodate, retaliation, and wrongful termination actions.

Obtained defense verdict at trial, including prevailing on appeal, in a discrimination and harassment lawsuit filed by a former in-house attorney.*

Conducted numerous investigations related to sexual harassment and workplace misconduct.

Conducted statewide wage-and-hour audits for clients and advised on implementation of revised practices and policies.

Represented a logistics and supply company in an action before the Division of Labor Standards Enforcement.

Conducted employment law trainings, including sexual harassment training for managers and wage-and-hour compliance training for senior HR managers.

Advised on corporate M&A transactions.

*Matter handled prior to joining Hogan Lovells.

Awards and rankings

- Top Labor & Employment Lawyer in California, *Daily Journal*, 2019-2020
- Top 40 Under 40, *Daily Journal*, 2021

Latest thinking and events

- Webinar
 - Lights, camera, action! | Internal investigations in media and entertainment

Education and admissions

Education

J.D., University of California, Hastings College of the Law, 2007

B.A., University of California, San Diego, 2004

Bar admissions and qualifications

California

- Press Releases
 - Hogan Lovells represents Zendesk in Acquisition of Momentive
- News
 - Silencing hush provisions - CA non-disclosure ban extends to all types of unlawful workplace conduct
- News
 - Washington and Oregon join California in mandating vaccination for health care workers
- News
 - Colorado requires salary ranges on job postings for remote positions, regardless of geography
- News
 - Break out calculators & checkbooks: CA holds meal/rest break penalties include non-discretionary pay