



## Charles Sakai

### Partner

#### EXPERIENCE

Charles Sakai is a founding partner of the Firm. He practices in the areas of employment and labor law, focusing on traditional labor relations, including unit determinations and modifications, representation and decertification elections, collective bargaining, interest arbitrations, contract grievances and rights arbitration, and unfair labor practice charges.

Mr. Sakai primarily handles complex negotiations and collective bargaining issues, including multi-party negotiations, interest arbitrations, and collective bargaining-related litigation.

Mr. Sakai has extensive experience in addressing difficult rascal situations, including negotiations under Chapter 9 Bankruptcy protection. Recent negotiations have achieved structural changes in compensation and benefit cost structures as well as furloughs and other temporary solutions.

Mr. Sakai also has significant experience dealing with pension and retiree-medical issues for both 37 Act and PERS agencies and has assisted agencies in securing significant reductions in GASB liability.

#### RELATED EXPERIENCE

Mr. Sakai began his career at the California Department of Personnel Administration, where he represented the State before the State Personnel Board (disciplinary hearings), Public Employment Relations Board (“PERB”) (unfair practice charges), and grievance arbitrators. He also advised various state departments on labor relations and personnel matters and handled litigation in State and Federal Courts, including civil writs, and Fair Labor Standards Act litigation.

In 1986, Mr. Sakai accepted a Governor’s appointment as a Legal Advisor to a member of the PERB, where he drafted legal memoranda and decisions and worked with other Board members and legal advisors to interpret and develop California’s public sector labor relations laws. He also assisted the General Counsel’s office in investigating unfair practice charges, assisted the Board in deciding requests for Injunction Relief, and represented the agency in appellate litigation.

during his tenure with PERB, Mr. Sakai taught “Labor and Employment Law and Legislation: for the University Extension program at the University of California at Davis.

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#### PRACTICE AREAS

Administrative Hearings & Arbitration  
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labor Relations & Labor Law  
Public Management Group  
Training  
Workplace Investigations

#### BAR ADMISSION

California

#### EDUCATION

University of CA Davis Law School, JD

Pomona College, BA