



LLOYD C. LOOMIS, ESQ.

PROFESSIONAL EXPERIENCE

2001-Present: *Sonneschein, Nath & Rosenthal, Partner – Los Angeles, California*

Represents companies with employment-related litigation. Provides assistance to corporate clients with respect to dispute resolution issues.

April 1999 – 2001: *Steptoe & Johnson, Of Counsel – Los Angeles, California*

- *Mr. Loomis' practice involves all aspects of Employment and Labor Relation matters. He also serves as an arbitrator and mediator on employment and labor matters.*

January 1980 to 1999: *Atlantic Richfield Company – Los Angeles, California*

- Senior Counsel 1980 – 1999.
Senior Corporate Counsel – Employee Relations.
Since 1980, he was the senior ranking labor attorney on a legal staff of more than 100 lawyers. While at ARCO he either handled or supervised numerous matters involving collective bargaining negotiations, NLRB proceedings, arbitrations, union representation campaigns, employment discrimination, sexual harassment, common law wrongful discharge, FLSA issues, unemployment claims and worker's compensation claims. His responsibilities included the negotiating and preparing of numerous termination/severance agreements involving terminated employees. Additionally, he provided legal advice with respect to the development of numerous employee relations policies and programs relating to drug and alcohol testing, reductions-in-force, employee disability issues (ADA), sexual harassment, family leave, vacation pay, attendance, leased employees and use of independent contractors. His responsibilities also included preparing and presenting numerous management training programs on employment law matters.

January 1972 – December 1979: *Attorney – Pepper, Hamilton & Scheetz – Los Angeles, California*

Attorney – Caterpillar Tractor Company – Peoria, Illinois

Attorney – Gage & Tucker – Kansas City, Missouri

- Practice involved all aspects of employment law and labor relations.

January 1968 – January 1972: *Labor Relations Representative – General Motors Assembly Division, Fairfax Plant -Kansas City, Kansas*

- Responsibilities included grievance procedure administration, general employee relations, and employee discipline and discharge matters. Member of 1970 local contract negotiation team.
Attended law school while employed by General Motors.

EDUCATION

Undergraduate: Columbia College
Columbia University A.B.
American History – 1964 – 1968

EDUCATION (Continued)

Law School: University of Missouri at Kansas City
J.D. 1968 – December 1971
Honors: Law Review; Note Published Autumn 1970

OTHER TRAINING

- American Arbitration Association Training for Employment Arbitrators
- Dispute Resolution Services (Los Angeles County Bar) Programs on Mediation
- Pepperdine Strauss Institute of Dispute Resolution

BAR MEMBERSHIP

State Courts

- California – 1979
- Illinois – 1976
- Missouri – 1972

U.S. Courts

- Central District of California
- Northern District of California
- Southern District of Illinois
- Western District of Missouri
- Sixth Circuit Court of Appeals
- Eighth Circuit Court of Appeals
- Ninth Circuit Court of Appeals
- Tenth Circuit Court of Appeals

United States Supreme Court

PROFESSIONAL ASSOCIATIONS

- American Bar Association (Labor and Employment Law Section)
- Los Angeles County Bar Association (Labor and Employment Law Section) Chair, 1994 – 1995
- California Bar Association (Labor Law Section)
- California Employment Law Council (Member, Board of Directors, past President 1989- 1990)
- American Petroleum Labor Lawyers Association (Chair 1993)
- Industrial Relations Research Association (Southern California Chapter) President, 1996 – 1997
- Employers Group – Chair of the Legal Committee – 1994-1996
- Western Law Center for Disability Rights – Board of Directors
- Dispute Resolution Services (L.A. County Bar) – Board of Directors – Vice President – 1996 – Present

GOVERNMENT APPOINTMENTS

1992-Present Appointed by Governor Wilson to serve on the Workers' Compensation Fraud Assessment Commission

1994 Appointed by NLRB Chairman Gould to the NLRB Advisory Panel

1996 Appointed by the Chair of the EEOC to serve on the committee responsible for developing proposed regulations for the Older Workers Benefits Protection Act

PROFESSIONAL ACTIVITIES

Speaker at various Employment Law seminars sponsored by the following organizations:

- National Employment Law Institute
- Practicing Law Institute
- Defense Research Institute
- Institute for Corporate Counsel
- California Banking Association
- Equal Employment Advisory Council

PROFESSIONAL ACTIVITIES (continued)

- California CEB (CLE Division)
- California Manufacturers Association
- California Employment Law Council
- National Association of Manufacturers
- American Bar Association
- Georgetown University Law Center
- Los Angeles County Bar Association
- American Employment Law Council
- Elected College of Labor and Employment Lawyers – 1997

ACADEMIC ACTIVITIES

1997 - Present **Adjunct Professor – Claremont Graduate School**
Employment Law and ADR

PUBLICATIONS

- Contributing Author (Chapter 1) “Personnel Policies”, Dichter, Gross, Morikawa and Sauntry Employee Dismissal Law: Forms and Procedure (Wiley, 1986).
- “Employee Assistance Programs: Their Impact on Arbitration and Litigation of Termination Cases”, 12 Employee Relations Law Journal 275 (Autumn, 1986).
- Contributing Author Employee Assistance Programs (BNA, Special Report, 1987).
- Principal Author Drug Testing – A Workplace Guide to Designing Practical Policies and Winning Arbitrations (BNA, Special Report, 1990).
- Training Video: “ABA Drug Arbitration – A Demonstration”, December 6, 1990.
This is a videotape of a mock arbitration of a case involving the discharge of an employee based upon a positive drug test.
- Contributing Author (Chapter 17), “Collective Bargaining Agreements and Union Obligations”, Sexual Harassment in Employment Law, Linderman & Kadue (BNA, 1992).
- Co-Author, “Effective Arbitration of Drug and Alcohol Abuse Cases”, Labor Law Developments, 38th Annual Institute, Southwestern Legal Foundation (1992 Proceedings).
- Co-Author, “ADA – Workers’ Compensation and Reasonable Accommodation Obligations”, L.A. Lawyer (February, 1994).
- Co-Author, “Fraud Claims and the Employment Relationship: The Unsettling Resurgence of a Tort”, 22 Employee Relations Law Journal 103 (Autumn, 1996).
- Contributor Discipline and Discharge in Arbitration, Brand (BNA, 1998).