



Practices
Employment Law
Hospitality
Labor

Office
San Diego

Education
Graduate Degree,
Criminology, Cambridge
University, 1973

J.D., *with honors*,
Columbia University, 1972

B.A., *magna cum laude*,
California State University
at Northridge

Honors
AV rating, Martindale-
Hubbell

Super Lawyers® distinction
in the field of Employment
& Labor; Employment
Litigation: Defense(2007-
2010, *Law & Politics*)

Bob Murphy is a Partner in the San Diego office. He is a member of the Employment and Labor Practice Groups and chairs the firm's Hospitality Practice Group. With over 30 years of experience as a specialist in employment law, he is considered to be one of the nation's most highly respected and creative labor lawyers. His practice is equally divided between employment litigation, labor-related matters such as union representation campaigns and collective bargaining negotiations, and advising buyers and developers of hotel and resort properties with respect to the full gamut of due diligence matters including selection and training of employees, issues arising under the National Labor Relations Act and the creation of unique employment cultures.

He has represented a wide variety of major hotels, casinos resorts and restaurant companies as their principal labor and employment legal advisor and as a negotiator on union matters. Representative clients include, Fairmont Hotels and Resorts, Benchmark Hospitality, Four Seasons Hotels and Resorts, Turtle Bay Resort, Doral, Sycuan Resort and Casino, Chukchansi Gold Resort and Casino, the Four Seasons Hualalai Resort and Kajima Construction.

Admissions

California
California Supreme Court
United States District Court, Central District of California
United States Court of Appeals, Fifth Circuit
United States Court of Appeals, Ninth Circuit

Memberships

State Bar of California
International Society of Hospitality Consultants

Community Involvement

Coach, Pop Warner Football and Little League Baseball

Representative Experience

Examples of Mr. Murphy's extensive experience includes the following:

- Met with the owners and developers of the Four Seasons Hualalai on the island of Hawaii to design human resources policies and procedures that were rooted in the most sacred values of Hawaiian culture. Instead of employing workers "at-will," Mr. Murphy helped to design an employment contract that promised the employees fair treatment and required arbitration of all disputes. The process gave local community leaders a voice in the design of the resort and included them in important decisions affecting the resort and the community. One of those leaders was placed on the staff of the resort to act as an ombudsman/spiritual advisor to the employees. All of these things were done at our suggestion. The ILWU was rejected in its two – and only - attempts to unionize the workers, the resort has had virtually no employment

litigation, has had only two arbitrations in the 13 years of its existence and has been financially successful. All of the surrounding resorts are unionized and several have gone into foreclosure.

- Negotiated collective bargaining agreements for major hotels and resorts across the United States including the Four Seasons New York; Doral Miami; Fairmont Miramar Santa Monica California; Hotel Bel Air, Bel Air, California; The Regent Beverly Wilshire Hotel, and Beverly Hills Hotel, Beverly Hills, California and Turtle Bay Resort, Oahu, Hawaii.
- Acted as principal labor and employment counsel to owners and operators in over 300 hotel and resort acquisitions across the continental United States and Hawaii.

Publications

- *Hire Power - Employment Contracts & Arbitration: Valuable Benefits for Employees and Employers*
Daily Journal (November 21, 2008)
- *Legal Issues Involved in the Unionization of Hotel Properties*
Hotel & Motel Management (October 2006)
- *Strikes! Picketing! Solutions*
a LEGALease publication (2002)
- *Neutrality Agreements: How Unions Organize New Hotels Without an Employee Ballot*
Cornell Hotel and Restaurant Administration Quarterly (October-November 2001)
- *Minimizing Liability and Legal Fees In Employment Litigation*
Los Angeles Business Journal (October 29, 1990)
- *The Injured Employee: A Guide to the Rights and Responsibilities of Employees Under California Law, Part II*
1982 CEB CBLR 149 V. III. No. 8 (May 1982)
- *The Injured Employee: A Guide to the Rights and Responsibilities of Employees Under California Law, Part I*
1982 CEB CBLR 129 V. III. No. 7 (April 1982)
- *A Review of Personnel Policies and Procedures for At-Will Employees*
1982 CEB CBLR 113 V. III. No. 6 (March 1982)
- *Recent Developments in Sex Discrimination Law: Pregnancy and Childbirth Policies and Claims of Sexual Harassment*
1981 CEB CBLR 17 V. II. No. 2 (March 1981)
- *Cleary v. American Airlines: A Sweeping Exception to the At-Will Rule in Employment Contracts*
1982 CEB CBLR 5 V. II. No. 1 (January 1981)

- *Employee Appeals to Customers and Suppliers: Further Limitations on an Employer's Disciplinary Prerogatives*
1980 CEB CBLR 92 V. I. No. 6 (August 1980)
- *An Employee's Right to Refuse to Work Under Conditions He Believes to be Dangerous*
1980 CEB CBLR 57, V. I. No. 4 (May 1980)
- *The NLRB Decisions on Appropriate Bargaining Units*
56 Hospital Progress 43 (1975)

In The Media

Mr. Murphy was the subject of a feature story in the 2008 *Super Lawyers* magazine in an article entitled: "Tough Guy," detailing highlights in his career of negotiations with labor unions.

Contact Information

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