HIGGS | FLETCHER | MACK

401 WEST A STREET
SUITE 2600
SAN DIEGO, CA 92101
PHONE: (619) 236-1551
FAX: (619) 696-1410
HIGGSLAW.COM



Derek W. Paradis

Derek Paradis is an experienced business litigation partner who regularly handles complex business disputes, wage and hour class actions, and employment discrimination cases.

Mr. Paradis has handled a variety of complex cases in federal and state courts. He has extensive experience litigating claims brought by individuals, and class plaintiffs involving:

- **Employment issues** (wrongful termination, discrimination, retaliation, harassment, defamation, breach of employment contract, failure to pay wages, failure to provide meal and rest breaks, failure to provide accurate itemized wage statements, failure to pay overtime, failure to prevent discrimination or harassment, failure to reasonably accommodate an alleged disability, and failure to engage in the interactive process)
- **Business disputes** (including unfair competition, breach of the covenant of good faith and fair dealing, fraud and contract-related claims);
- **Representative and class action suits** concerning employment claims (including wage and hour and PAGA Claims).

In addition, Mr. Paradis provides compliance advice and counsel on all aspects of the employer-employee relationship to a number of clients which include hotels, restaurants, bars and nightclubs. He also regularly conducts anti-harassment and anti-bullying training and provides training on the recent changes in employment law.

PRACTICE AREAS

- Business Litigation
- Employment Law
- Hospitality & Retail

EDUCATION

- J.D., Thomas Jefferson School of Law (2009)
- B.A., University of Nevada, Las Vegas (2007)

ADMITTED TO PRACTICE

- California

AWARDS & HONORS

- Super Lawyers® "Rising Star" (2021-2023)
- “Young Attorneys,” San Diego Daily Transcript (2011)

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Mr. Paradis was the valedictorian of his law school class, and he is often recognized for his savviness and perseverance. He has been selected as a Super Lawyers® Rising Star from 2021-2023. He was also the recipient of the San Diego Daily Transcript's "Young Attorneys" award in 2011, and in 2016. He has been elected to the San Diego County Lodging Association Board, which supports the local tourism industry.

AFFILIATIONS

- State Bar of California
- San Diego County Bar Association
- San Diego County Lodging Association, Board of Directors
- ALFA International (Labor & Employment Practice Group Steering Committee, Hospitality & Retail Practice Group Steering Committee)