



Contact Information
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Charles Sakai – Partner

Practice Areas: Labor and Employment

Experience

Mr. Sakai practices in the areas of employment and labor law, representing primarily public sector and nonprofit employers. His practice focuses 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.

Sakai handles complex negotiations and collective bargaining issues, including multi-party negotiations, interest arbitrations, and collective-bargaining-related litigation for a variety of clients throughout northern California.

Related Experience

He began his career at the California Department of Personnel Administration, which represents the State Employer in all aspects of labor relations affecting employees of the State of California. At DPA, Sakai maintained a general labor and employment litigation practice, handling State Personnel Board disciplinary hearings, California Public Employment Relations Board (“PERB”) unfair practice charges, and grievance arbitrations throughout the state while providing negotiations support to the department’s labor negotiators. Sakai also advised various state departments on labor relations and personnel matters and handled State and Federal Court litigation, including civil writs, Fair Labor Standards Act litigation and an amicus brief to the State supreme court.

In 1996, Sakai accepted a Governor’s appointment as a Legal Advisor to a member of the PERB, the quasi-judicial administrative agency responsible for administering California’s public-sector bargaining statutes. As a legal advisor, Sakai drafted legal memoranda and decisions for his member, and worked with other Board members and legal advisors to interpret and develop California’s public sector labor relations laws and assisted the Board in deciding requests for Injunctive Relief. Sakai also assisted the General Counsel’s office in investigating unfair practice charges and represented the agency in appellate litigation. Sakai remains one of the youngest legal advisors in the board’s thirty year history.

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.

Education

Pomona College (B.A. 1991)
University of California, Davis Law School (J.D, 1994.)

Bar Admissions

California

Speaking Engagements and Publications

Currently serves on the Editorial Board of ***Bender’s California Labor & Employment Bulletin.***