

Cheryl A. Sabnis

Partner

Trial and Global Disputes

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Ms. Sabnis focuses her practice on complex litigation in U.S. federal and state courts and arbitration, and defends clients facing putative class actions, collective actions, multi-district and coordinated proceedings. Beyond serving her clients' litigation needs, Ms. Sabnis helps her clients manage employee-related crises and conducts privileged investigations concerning allegations of employee, officer, and contractor misconduct, and regularly counsels and provides training to clients regarding a broad range of employment-related matters.

Litigation

In her litigation practice, Ms. Sabnis routinely handles a wide range of claims, including discrimination, harassment, retaliation, wage and hour, Private Attorney General Act, trade secrets theft, restrictive covenants enforcement, breach of contract, invasion of privacy, business torts, product liability, consumer claims, toxic torts, environmental contamination and unfair competition.

Investigations and Crisis Management

Ms. Sabnis has conducted and managed investigations regarding a broad array of subject matter, including allegations of employee, officer, and contractor misconduct, including unlawful harassment, retaliation, discrimination, “midnight raids” by departing employees, assault, threats of workplace violence, and other inappropriate or unlawful conduct. She helps her clients respond to and manage employee-related crises strategically to achieve multiple goals, including not only a swift and effective response but also appropriate remedial action, minimization of litigation risk and exposure, preservation of evidence, implementation of policies and best practices to prevent future incidents and promote legal compliance, and promotion of a healthy corporate culture.

Counseling and Training

Ms. Sabnis regularly counsels clients regarding a broad range of matters, including classification of employees and contractors, overtime and other pay laws, incentive compensation plans, paid sick leave, disability accommodation and the interactive process, leave laws, drug testing, background checks, employment contracts, restrictive covenants, high-risk terminations, mass layoffs, reductions in force and unfair competition. She also provides specialized training to her clients, their officers and employees concerning prevention of unlawful harassment and abusive conduct in the workplace and best practices for hiring, managing and disciplining personnel.

Matters

Representative Employment, Trade Secrets and Commercial Matters

Defense of **transportation and logistics division of a global water treatment company** in a putative class action filed by truck drivers alleging violation of California's meal period laws and related claims.

Defense of **an international consulting firm** accused of sexual harassment, disability discrimination and wrongful termination arising out of the alleged sexual assault of two female employees by a male co-worker during work-related travel.

Counsel for **a medical communications company** seeking to enforce non-solicitation, confidentiality and other restrictive covenants, remedy the theft of confidential information, and prosecute claims for tortious interference committed by former employees.

Defense of **a medical supply and services company** in two putative class action lawsuits – one filed by service technicians alleging failure to pay overtime and minimum wages for time spent “on call” and one filed by a manager alleging misclassification, failure to pay overtime, and related wage violations.

Defense of **a start-up technology company** accused of race and sex harassment, assault, retaliation and wrongful termination arising out of the allegedly repeated use of racial slurs and graphic sexual references in the workplace and threats allegedly targeted at the complaining employee.

Defense of **a national restaurant supply chain** in a putative class action filed by sales representatives alleging violation of overtime laws, failure to reimburse expenses, unfair competition, and related claims.

Defense of **a software company** against allegations that its CEO sexually-harassed a subordinate during an off-site happy hour and then retaliated against the employee once she complained.

Defense of **an international apparel manufacturer** against allegations that a manager engaged in acts of quid-pro-quo sexual harassment targeted at a female temporary worker under his supervision.

Counsel for **the managing member and CEO** of a post-production film company in a dispute with the company's board of directors involving competing allegations of breach of contract, breach of fiduciary duty, defamation and business torts.

Representative Product Liability and Environmental Matters

Member of national counsel team defending **a leading pharmaceutical manufacturer** in product liability litigation alleging a variety of injuries associated with statin medication.

Member of national counsel team defending **a leading pharmaceutical manufacturer** in product liability litigation alleging that anti-depressants caused increased suicidality in users and pre-natal injuries when used during pregnancy.

Member of California counsel team defending leading **a pharmaceutical manufacturer** in product liability litigation alleging cardiac injury and death associated with use of a diabetes medication.

Defense of **the manufacturer and authorized distributor of industrial-strength woodchippers** in multiple cases alleging catastrophic injury and wrongful death.

Defense of a **medical device manufacturer** in product liability and medical malpractice litigation claiming brain injury resulting from the negligent operation of an automated proning bed.

Member of national counsel team defending a **leading oil and gas manufacturer** against groundwater contamination claims associated with manufacture and sale of MTBE gasoline.

Credentials

EDUCATION

J.D., University of Minnesota

B.A., University of Minnesota

ADMISSIONS

U.S. Court of Appeals for the Ninth Circuit

U.S. District Court for the District of Minnesota

U.S. District Court for the Central District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Northern District of California

U.S. District Court for the Southern District of California

California

Minnesota

ASSOCIATIONS

International Association of Defense Counsel

Recognition

Labor & Employment Star - West

BENCHMARK

Insights

CLIENT ALERT

December 6, 2016

New Obama Administration Employment-based Visa Rule and Trump's Plan to Target Visa Abuse Create Uncertainty For Employers

May 1, 2015

EEOC Issues Proposed Regulations On Wellness Programs

NEWSLETTER

February 23, 2015

Business Lit Ledger – Winter 2015

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Events

WEBINAR

November 10, 2020

13th Annual King & Spalding Medical Device Summit

July 10, 2020

Managing Provider Risk: Return-to-Work for Non-Essential Employees and the Resumption of Elective Procedures

October 30, 2019

Elimination of Bias: What Life Sciences Companies Should Be Thinking About in the Wake of the #metoo Movement

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News

IN THE NEWS

September 3, 2021 • Source: Bloomberg Law

Cheryl Sabnis comments on a California bill that would let employees take up to 12 weeks of job-protected leave to care for a “designated person” who is not biologically or legally related

RECOGNITION

October 13, 2021

Benchmark Litigation Recognizes King & Spalding as a Leading Litigation Firm

June 30, 2021

Daily Journal Names King & Spalding Partners Albert Giang and Cheryl Sabnis Top California Labor and Employment Lawyers

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