



Olga Savage, Attorney

Practice Areas Labor and Employment Law
Litigation, Corporate and Commercial
Class Actions
Trade Secrets

Admissions California

Languages Russian

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Professional Summary

Olga Savage defends employers in individual and class action lawsuits and administrative agency proceedings involving claims of wrongful termination, discrimination, retaliation, harassment, defamation and wage and hour violations, and prosecutes and defends claims of unfair competition and trade secret misappropriation. Ms. Savage also represents employers in collective bargaining and union grievance arbitrations and defends employers against unfair labor practice charges.

Ms. Savage provides counseling on compliance with state and federal labor and employment law and assists in the preparation of employee handbooks, personnel policies, employment contracts and severance agreements. Ms. Savage also conducts presentations and seminars on emerging labor and employment law issues to employers, attorneys and human resources professionals.

Representative Matters

- Obtained defense verdict at trial in class action involving claims of conversion of tips and unfair business practices.
- Defeated motion for preliminary injunction in trade secret misappropriation and unfair competition case.



- Conducted pretrial discovery, motion practice and trial preparation, and argued pretrial motions in cases involving claims of trade secret misappropriation, discrimination, harassment, failure to pay overtime and failure to pay commissions owed that resulted in defense verdicts at trial.
- Obtained large award for employer at default prove-up hearing on cross-complaint alleging conversion of monies by employee.
- Achieved favorable resolution of cases involving claims of discrimination, harassment, wrongful termination, failure to provide meal and rest periods and failure to pay overtime and minimum wage, and audits by the California Labor Commissioner and United States Department of Labor.
- Successfully defended employers in hearings before the California Labor Commissioner.

Education

- JD, Stanford University
- BA, Santa Clara University

Seminars

- Co-presenter. "Being Innovative in 'With Corona' Era," Keizai Webinar, June 30, 2021.
- Co-presenter. Webinar. "New Pandemic Year, New Challenges for California Employers," February 11, 2021.
- Co-presenter. "Expanded Employee Leave Rights Impacting California Employers," Procopio Labor and Employment Virtual Seminar 2020, November 4, 2020.
- Co-presenter. "The Critical Deposition of the Human Resources Representative," SCCBA Federal Courts Committee MCLE Webinar, August 20, 2020.
- Co-panelist. "When Business Models Shift- Navigating Risk During Disruption," San Diego Financial Executives International, April 16, 2020.
- Co-presenter. Podcast: "[COVID-19 and the Workplace](#)," May 7, 2020.

Publications

- "[New Extended Stay-At-Home Restrictions in Six San Francisco Bay Area Counties May Be Useful Predictor of Future Measures by Other Counties and the State Of California](#)," April 2, 2020.



- [“3 Reasons Why Non-Unionized Employers Cannot Ignore the National Labor Relations Act,”](#) June 27, 2019.
- Co-author. “Employee not third party beneficiary of employer’s contract with payroll company,” California Business Law Reporter, March 2019, Vol. 40, No. 5.
- [“4 Tips for Employers Who Allow Employees to Use Their Personal Electronic Devices for Work,”](#) July 12, 2018.
- “Defining the Duty of Loyalty Under California Law: Is It Really a “Phantom Claim,” as One Recent United States District Court Ruled?” Bender California Labor & Employment Bulletin, April 2012.
- Co-author. “Silicon Valley Giants, Victims of Their Own Success: DOJ Claims Otherwise Lawful “No Cold Calling” Agreements Among Tech Heavyweights Violate the Sherman Antitrust Act,” Bender California Labor & Employment Bulletin, January 2011.
- Co-author. “Defining and Legislating Bullying,” The Complete Lawyer, January-February 2008, Vol. 4, No. 1.