



Robert Hudock

PARTNER

LOS ANGELES, CA

PHONE: 213.337.6597

EMAIL: ROBERT.HUDOCK@HUSCHBLACKWELL.COM

OVERVIEW

Rob has exclusively defended employers and management for more than 20 years. Unfazed by the notorious challenges presented by California employment law, he is known for his success with difficult cases, including those regarded as unwinnable.

Rob defends employers in the full scope of employment litigation matters, including wage and hour law; allegations of discrimination, harassment, or retaliation; wrongful termination; statutory leave issues; misappropriation of trade secrets; and employment agreement issues, including noncompete agreements. He litigates both single-plaintiff and class action cases in California and federal courts. He also defends employers in state and federal employment-related agency matters, including those before the California Labor Commissioner/DLSE and the Department of Fair Employment and Housing (DFEH), and also those in the federal Department of Labor (DOL) and Equal Employment Opportunity Commission (EEOC).

Known for his careful case analysis and preparation, thoughtful counsel, and leadership skills, Rob is a disciplined advocate and tenacious litigator for clients. He regularly finds creative solutions for legal problems deemed lost causes by others. He has a gift for spotting what other attorneys don't, and he's prepared to fight all the way to verdict when it's best for the client.

A strategist by nature, Rob has a considered reason for every litigation move he makes. He has a deeply purposeful approach, where every task, large or small, is specifically designed to best support the client's case. Rob and

Services

- Employment Class & Collective Actions
- Employment Litigation Defense
- Labor & Employment
- Litigation & Alternative Dispute Resolution

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his team take pride in never performing rote, autonomic, nonspecific, or garden-variety work that can plague litigation. He is especially known for his highly strategic depositions, which frequently change the case narrative, result in summary judgment, or otherwise lead to favorable resolutions.

Rob is confident that every decision he makes will serve not only the strategy for a particular case, but also the long game of a client's business needs. Rob uses a team approach in his representations. He educates clients to meaningfully participate in joint decisions, which ensures that choices and strategies are driven by the client's needs. His satisfaction is closely tied to assuaging clients' fears caused by the unknown or the threat inherent in litigation.

Rob also understands that labor and employment litigation can be deeply personal—he was first drawn to the practice area by its human element. Having owned a business, he strongly relates to clients' positions, and he anticipates their needs and frustrations. Before joining Husch Blackwell in 2024, Rob owned and operated his own employment law firm for nine years, which gave him a deep appreciation for leading an organization and managing employees. He understands complexities and challenges of management, and the personal investment required for success. This is a key driver of his extraordinary dedication to defending and protecting clients' interests.

Experience

- Defended companies that owned and managed apartment complexes throughout Southern California in high-risk lawsuit brought by former apartment manager employees alleging wage and hour violations, breach of contract, wrongful termination, and fraud. Identified grounds for cross-complaint, shifting case narrative, and obtained defense verdicts on all claims against clients. Also obtained compensatory damages award and punitive damages.
- Represented international labor organization when two former employees alleged disability discrimination. The EEOC had found reasonable cause to believe the allegations; however, Rob convinced the court to disregard the reasonable cause determination and grant summary judgement. Obtained court orders requiring employees to pay thousands in litigation costs.
- Assisted large homeowners association in avoiding litigation over wrongful termination allegations from former longtime manager.
- Represented public service agency in pre-litigation handling of claim and potential lawsuit regarding pregnancy leave, resulting in minimal settlement.
- Secured nationwide dismissal of competitor's attempt to invalidate IT reseller's noncompete agreements.

Recognition

- LAWDRAGON 500 Leading Corporate Employment Lawyers, 2022-2024
- *Los Angeles Times* Legal Visionary, 2021-2023
- *Los Angeles Business Journal*, Leaders of Influence: Labor & Employment Attorneys, 2022
- *Los Angeles Business Journal*, Leaders of Influence: Litigators & Trial Attorneys, 2022
- *National Law Journal*, Elite Boutique Trailblazers, 2022
- Best of Los Angeles Award for Best Employment Defense Law Firm, 2021-2022
- Leader in Law Award Nominee, 2021
- *Los Angeles Business Journal*, Top Litigator, 2021

Education

- J.D., University of San Diego School of Law
- B.A., University of Connecticut

Admissions

- California
- U.S. District Court, Central District of California
- U.S. District Court, Southern District of California