



Coby M. Turner

Associate

Sacramento

Direct: (916) 498-7001

cturner@seyfarth.com | [vCard](#)

Biography

Practices & Sectors

Labor & Employment

Wage & Hour Litigation

Wage & Hour Class and Collective Actions

Workplace Counseling & Solutions

California Wage & Hour Litigation

Employment Litigation

California Labor Code Litigation

Wage & Hour Audit, Assessment, and Counseling

Administrative Charges

California Workplace Solutions

Wage & Hour Compliance Reviews and Assessments

Workplace Policies and Handbooks

Pro Bono

Specialty Teams

Employment Litigation Trial Experience

Ms. Turner is an associate in the Sacramento office of Seyfarth Shaw LLP. Ms. Turner started her career litigating large wage hour class actions at a boutique firm in Los Angeles before joining Seyfarth in 2012. Ms. Turner’s primary practice is in class and collective action wage hour litigation and related compliance counseling, where she works with large national employers with over 100,000 California employees, as well as companies with as few as five employees, to ensure they are operating within the confines of both federal law, and the increasingly complicated regime of California-specific laws.

A member of the Labor & Employment department, Ms. Turner also represents employers in all aspects of labor and employment litigation, including discrimination, harassment, wrongful termination, and retaliation. Ms. Turner also provides ongoing employment counseling to her clients to facilitate compliance with federal and state employment laws, such as those governing payment of wages and wage statements, reasonable accommodations, employee exemptions, and workplace investigations.

Ms. Turner regularly manages large-scale California class actions and multi-state MDL actions, dealing with claims such as alleged wage statement violations, regular rate violations, exempt status misclassification, independent contractor misclassification, meal and rest period litigation, and off-the-clock work. Ms. Turner provides counseling on compliance with these same subjects, as well as on topics such as independent contractor agreements, commission agreements, employee handbook policies, and employee tracking with GPS devices.

Ms. Turner also frequently hosts presentations and trainings for clients on wage hour compliance issues, including question and answer sessions with clients’ in-house counsel, human resources, and management teams. Ms. Turner works with her clients to understand and weigh risks related to these wage and hour compliance issues, and craft practical business solutions to fit company needs.

Ms. Turner further has extensive experience in discovery, mediations, law and motion, and trial. She has litigated employment, consumer, and securities class action matters, on behalf of both defendants and plaintiffs, in a wide array of industries; including education, manufacturing, construction, agriculture, and food production. Ms. Turner litigates in both state and federal courts, including management of multi-district federal actions. Ms. Turner also frequently represents her clients before administrative agencies, including the Department of Fair Employment and Housing and the Division of Labor Standards Enforcement.

Ms. Turner is a senior editor of Seyfarth Shaw’s *California Peculiarities Employment Law Blog*,

a Coach for the U.C. Davis Moot Court Program, and a member of the University of Southern California Alumni Association. Ms. Turner also serves as a gubernatorial appointed Board Member for the 52nd District Agricultural Association, Sacramento County Fair Board of Directors, where she assists with organizing and planning the Sacramento County Fair each year, including advancing its mission of educating the local community about everything Sacramento has to offer.

Education

- J.D., University of Southern California Gould School of Law (2009)
- B.A., University of California, Santa Barbara, *cum laude* (2006)

Admissions

- California

Courts

- U.S. District Courts for the Central, Southern, Eastern, and Northern Districts of California
- U.S. Court of Appeals for the Ninth Circuit

Affiliations

- 52nd District Agricultural Association, Sacramento County Fair Board of Directors, Board Member
- U.S.C. Alumni Association; Mentor for Law Students
- U.C. Davis Moot Court Program, Coach

Publications and Presentations

- Co-Presenter, "The 2018 Edition of Cal-Peculiarities Has Arrived!," Webinar, presented by Seyfarth Shaw LLP (April 17, 2018)
- Co-Author, "Oh Thank Heaven, Franchisees Not Employees of 7-Eleven!," *Wage & Hour Litigation Blog*, Seyfarth Shaw LLP (March 27, 2018)
- Interviewed, "California Dreaming: Why This State's Laws Matter Nationwide," *HR Break Room*, Podcast presented by Paycom (February 27, 2018)
- Co-Author, "Courts to Consider Theories, Not Facts, on Certification," *Management Alert*, Seyfarth Shaw LLP (November 29, 2016)
- Co-Author, "Takin' Care of Business' at Home: Hiring California Household Help," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (September 7, 2016)
- Co-Presenter, "Politics and Work Don't Mix: Advice To Keep Businesses Stronger Together This Election Season," Webinar, presented by Seyfarth Shaw LLP (September 13, 2016)
- Co-Presenter, "Employment (or NOT) Relationships: Update [On Independent Contractors and Joint Employment Issues]," Sacramento County Bar Association, Labor & Employment Law Section (April 19, 2016)

- Co-Author, "Putting The Smackdown On Workplace Bullying," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (March 3, 2016)
- Co-Author, "No Wishes Granted for Aladdin—Class Cert Denied," *Wage & Hour Litigation Blog*, Seyfarth Shaw LLP (May 22, 2015)
- Co-Author, "Court, Not Arbitrator, Decides If Arbitration Proceeds As Class Claim," *One Minute Memo*, Seyfarth Shaw LLP (November 25, 2014)
- Co-Counsel on litigation resulting in Appellate Decision: *Lane v. FRANCIS CAPITAL MANAGEMENT LLC*, Cal. Court of Appeal, 2nd Appellate Dist., 4th Div. (March 11, 2014)
- Co-Author, "Ma (Labs) Knows Best—California Court Uses Comcast To Reject Certification Of An Off-The-Clock Claim," *Wage & Hour Litigation Blog*, Seyfarth Shaw LLP (January 14, 2014)
- Co-Author, "California Employees Have Even More Protections to be Thankful for This Year," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (November 26, 2013)
- Co-Author, "I Have to Let My Employee Take Off of Work For What?! A Brief Reminder of California Small Necessities Leave Laws," *California Peculiarities Employment Law Blog*, Seyfarth Shaw LLP (July 3, 2013)

Accolades

- Recognized on *Sacramento Magazine's* Top Lawyers List in 2016 for Employment & Labor.