



Rebecca K. Kimura

Member

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Profile

Honors & Affiliations

- Legal Services of the Hudson Valley
 - Board Member, 2025-Present
- Bar Association of San Francisco, Executive Committee Member of the Litigation Section
- National Association of Minority & Women Owned Law Firms, Sponsorship Committee Member
- National Employment Law Council, Member
- Korean American Lawyers Association of Greater New York, Member
- Connecticut Asian Pacific American Bar Association, Member
- National Asian Pacific American Bar Association, Member
- National Association of College and University, Member

Representative Matters

- Serves as Interim General Counsel for a university.
- Provide general advice and counseling to higher education clients.
- Currently defending higher education clients in federal and state court actions involving disability discrimination and race claims.
- Currently defending higher education clients in cases involving denial of tenure or non-renewal of academic contracts.
- Successfully defended large private university in race and national origin discrimination case, achieving dismissal of claims.
- Resolved pay equity disputes brought against higher education clients.
- Represented college and universities in union arbitrations.
- Negotiated a favorable settlement on behalf of a national private company in a mass arbitration campaign brought by former workers, seeking liquidated damages for alleged wage and hour violations.
- Successfully represented plan administrator in benefits litigation under the Employee Retirement Income Security Act (ERISA), resulting in a published opinion, *Alvis v. AT&T Integrated Disability Service Center*, 377 Fed.Appx. 673

Education

- Cornell Law School (J.D.)
- Barnard College, Columbia University (B.A., *cum laude*; *Honors in Economics*)

Bar/Court Admissions

- New York
- California
- U.S. District Court for the Northern District of New York
- U.S. District Court for the Southern District of New York
- U.S. District Court for the Eastern District of New York
- U.S. District Court for the Northern District of California
- U.S. Court for the Southern District of California
- U.S. District Court for the Eastern District of California
- U.S. Court of Appeals for the Ninth Circuit

Practices

- Labor and Employment
- Higher Education
- Class and Collective Action Litigation

(9th Cir. 2010)

- Negotiated a favorable settlement on behalf of a national company in a mass arbitration campaign brought by former workers, seeking liquidated damages for alleged wage and hour violations
- Successfully represented plan administrator in benefits litigation under the Employee Retirement Income Security Act (ERISA), resulting in a published opinion, *Alvis v. AT&T Integrated Disability Service Center*, 377 Fed.Appx. 673 (9th Cir. 2010)

Class Action:

- *Goodman v Burlington Coat Factory*, 11-cv-4395 (D.N.J.) (wage and hour class action concerning alleged misclassification of assistant store managers)
- *Pustilnik v Premier Home Health Care Services*, No. 155081/2016 (N.Y. Cnty Sup. Ct) (wage and hour class action concerning 24-hour shifts and other wages)
- *Ivy v. Jiffy Lube International*, No. RG9459032 (Alameda Super. Ct.) (wage and hour class action alleging misclassification of store managers). Class certification denied, and affirmed on appeal, *Ivy v. Jiffy Lube International*, 2012 WL 3800761 (Cal. Ct. App., Sept. 4, 2012)
- *Henderson v. Equilon Enterprises* (Shell Oil), No. MSC10-2259 (Contra Costa Sup. Ct.) (wage and hour class action alleging misclassification by joint employer). Summary Judgment granted to Shell Oil, and affirmed on appeal, *Henderson v. Equilon Enterprises*, 40 Cal.App.5th 1111, 1114 (2019)
- *Saliani v. Bay Area Toll Authority, et al.*, No. CGC-14-540384 (San Francisco Super. Ct.) (class action alleging due process and statutory violations regarding collection of tolls and penalties)

Representative Presentations

- The AI Campus: Integrating AI into Higher Education, AI Summit, New York City Bar Association, 2024
- Annual Labor Law Seminar, Greater New York Automotive Dealers Association, 2022, 2023
- Workplace Event, Bond, Schoeneck & King PLLC, 2023
- Breakfast Briefing, Managing the Struggling Employee, Bond, Schoeneck & King PLLC, Fall 2023
- Breakfast Briefing, Managing Through the Current Labor Staffing Shortage, Bond, Schoeneck & King PLLC, Fall 2023
- An Interview with Rebecca Kimura, Labor and Employment, Legally Bond Podcast, June 7, 2021