

# Anthony E. Guzman II

Skadden

Associate, Los Angeles

Labor and Employment Law



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## Education

J.D., University of California, Berkeley  
School of Law, 2016

B.A., California State University, 2013

## Bar Admissions

California

Anthony E. Guzman II represents employers in complex labor and employment litigation, including single-plaintiff disputes, wage-and-hour class and collective actions, trade secret cases and executive contract disputes. He has litigated in federal and state courts, arbitration forums and before administrative agencies across multiple jurisdictions. Mr. Guzman's matters have been covered by national outlets such as *Bloomberg*, *Forbes* and *The New York Times*. His recent experience includes securing terminating sanctions in a high-profile whistleblower case involving the parent of one of the world's largest social media companies and obtaining a directed verdict in a National Labor Relations Board trial involving allegations against an Academy Award-winning actor.

Mr. Guzman also has extensive experience in traditional labor law, representing employers in unfair labor practice proceedings, union elections, collective bargaining and grievance arbitrations. He regularly advises management counsel on labor management strategy, positive workforce engagement and compliance with the National Labor Relations Act.

In addition to his litigation and labor work, Mr. Guzman provides strategic counseling on multi-state compliance, executive separations, restrictive covenants, internal investigations and high-risk workplace crises. He has led complex, multijurisdictional investigations involving privacy, harassment and workplace threats, including directing a coordinated response involving legal, investigative and law enforcement entities with regard to an executive cyberstalking and data ransom incident.

An active thought leader, Mr. Guzman has authored and been quoted in publications such as *Law360* and *Corporate Compliance Insights* on topics involving arbitration, wage-and-hour enforcement, union organizing and emerging legal trends. He served on the Executive Board of the Bar Association of San Francisco's Barristers Club and received the Unity Award from the Minority Bar Coalition. He also continues to mentor UC-Berkeley School of Law's advocacy teams, where he currently coaches the civil rights moot court program and previously helped lead the labor and employment trial team to a national championship.

## Recent Publications

"Using Past Tech Transitions As A Lens For Calif. Worker AI Bill," *Law360*, June 12, 2026

"SB 464: More Rules, Same Gaps in California Pay Equity," *Daily Journal*, January 2, 2026

"AB 692: Redefines Employee Contracts and Raises New Legal Questions," *Daily Journal*, January 2, 2026

"SB 642: Raises the Bar on Pay Equity and Employer Accountability," *Daily Journal*, January 2, 2026