



Keith Rasher

Partner

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EDUCATION

- Loyola Law School, Los Angeles, J.D.
- Vanderbilt University, B.A.

ADMISSIONS

- California
- California USDC, Central District

EMPLOYMENT

- Thompson Coburn LLP
Associate, 2019-Present Partner,
2023-Present

Keith represents employers of all sizes in a variety of litigation arenas, including wrongful termination, discrimination, harassment, and wage and hour matters.

Keith takes a practical approach to identifying his client's employment issues and works to structure an effective strategy to resolve their problems according to their needs. While he has focused his practice on litigating cases from start to finish, he routinely works with clients at the pre-litigation stage to minimize potential liability or facilitate a favorable resolution before a lawsuit is filed.

Using his knowledge of California and federal employment law, Keith counsels clients on best practices, including those related to employee policies and wage and hour policies. He has significant experience litigating cases brought under the California Fair Employment and Housing Act, the California Labor Code and the Family Medical Leave Act/California Family Rights Act.

Keith also has experience defending against Private Attorneys General Act matters in California and assists clients in preparing effective strategies to either defend against or attempt to prevent the filing of those claims.

Keith has secured the dismissal of wage and hour class actions at the summary judgement and pleading stages. He also has experience with arbitrating cases, policy handbook preparation for employers, labor management, and day-to-day HR counseling on all California-related employment matters that arise, including but not limited to FEHA, wage and hour, disability claims, and leave laws, as well as their intersection with federal requirements.

Outside of employment matters, Keith has experience in business litigation issues, fraud and misrepresentation claims, premises liability, and product liability claims.

Recognitions

- Listed in "Best Lawyers: Ones to Watch" (by BL Rankings) in Los Angeles, California for Labor and Employment Law - Management, 2022-2024

Publications

- “Do Post-Arbitration Petitions Brought Under Sections 9 and 10 of the FAA Belong in Federal or State Court?”; *Bender’s California Labor & Employment Bulletin*, June 2022
- “Employers Should be Mindful of Defined Benefit Plans’ Fees and Investment Options Under ERISA When Selecting Retirement Plans”; *Bender’s California Labor & Employment Bulletin*, April 2022
- Co-author, “City of Los Angeles enacts new sick pay ordinance”; *JD Supra*, April 2020