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PERSPECTIVE

The Cleaner

Attorneys at Hudock Employment Law Group routinely help businesses out of sticky situations.

By Shane Nelson

Special to the Daily Journal

Rob Hudock has been competing in triathlons for 20 years, and the longtime litigator said the time and effort he invests in training for those grueling contests has a great deal in common with the extensive hours he puts into working up a case.

“You don’t just walk into an Ironman and start riding your bike and think you’re going to finish,” Hudock explained. “It’s all that preparation beforehand that makes you effective.”

Hudock grew up in Connecticut and completed an undergraduate degree in psychology before enrolling at the University of San Diego School of Law in 1997.

“I actually started in engineering,” Hudock said of his undergraduate studies. “But I realized pretty quickly I was more interested in things that involved human and social interaction and existence.”

After graduating from law school in 2000, Hudock said he worked for a few different firms, including Morgan, Lewis & Bockius LLP. He started out focusing on civil litigation, handling product liability, contract and construction disputes. But in 2005, Hudock said he transitioned into solely employment law, in part, because of his longtime interest in human interaction.

Hanging his own shingle was also an early goal, according to Hudock, spurred in part by his entrepreneurial nature as well as an interest in helping developing companies manage the challenges of growth.

“I am an employer, and I’ve gone through the ups and downs and challenges of starting and operating a business,” he said. “And



Rob Hudock

Courtesy of Employment Law Group

I certainly identify and commiserate with other people and entities going through the same thing. ... I want to be able to help them navigate as best as possible these challenges, and employment law in California is a huge, huge challenge.”

Downtown Los Angeles-based Hudock Employment Law Group opened its doors in 2015, and today the shop specializes in defense litigation for employers, tackling everything from wage-and-hour matters to discrimination, retaliation and harassment complaints. The firm also works with companies to develop things like handbooks and severance packages, according to Hudock, as well as consulting with businesses to establish best practices to avoid trouble down the road.

In 2018, Eliza Langdon Oliver joined the firm, and the senior associate said she and Hudock really invest in each client, offering individualized service that truly caters

to their specific needs.

“It’s not a one-size-fits-all approach,” Oliver explained. “We spend a lot of time strategizing together, and we’re able to recognize blind spots other attorneys may not see and to really develop the best options for each client.”

Hudock noted, meanwhile, that his two-attorney shop is also serious about assisting businesses with reaching their longer-term objectives.

“Part of helping them to achieve those goals is sometimes being the guy who’s the cleaner, like Mr. Wolf in Pulp Fiction,” he explained with a chuckle. “They’ve got this problem with litigation, and I step in and say, ‘Okay, no problem. We’ll work together to come up with an objective. I’m going to achieve that objective, and you don’t have to worry about things. You can do what you set out to do, which is run your business.’”

Irvine plaintiffs’ attorney Dean S. Ho opposed Hudock several years ago in an employment dispute and described him as a courteous and forthright defense attorney, who diligently represented his client.

“He knew what he was doing, but he was more like a colleague than a combatant,” Ho said of Hudock. “And that’s a great attribute to have. It takes some real effort to get out of advocacy mode into normal human communication mode.”

Los Angeles trial attorney Andrew M. Jacobson opposed Hudock in a contentious dispute between a developer and a homeowners association a few years ago, and he agreed with Ho about Hudock’s approach.

“He was extremely professional while also being a zealous advocate for his client,” Jacobson said. “And that was apparent from the way he defended the depositions to how he was dealing with written discovery.”

Jacobson said Hudock was also highly attentive to detail and certainly knew how to create an effective trial defense strategy.

“What I liked about him the most was you can be on the record, fighting it out over objections for 15 minutes and have a hard-fought deposition that’s extremely contentious and passionate, and you could still go in the hallway after and have a nice chat with him,” Jacobson said. “It just doesn’t spill into his professional relationship with opposing counsel.”

Hudock said he’s definitely an individual who enjoys healthy competition, but ultimately, he’s a bigger fan of competition’s transformative impact on us as people.

“At the end of the day, I think the most important part is it pushes us to strive to be the best we can be,” he said.