burke
BURKE, WILLIAMS & SORENSEN, LLP



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Pronouns: he, him, his

Donald Le is a partner in Burke's Los Angeles office and is a member of the Labor & Employment, Labor Relations, and Education Law practice groups where he represents employers, including public agencies, municipalities, private schools, special districts, community college districts, K-12 schools, and private entities, in various labor, employment and education matters.

Donald's employment experience includes advising and representing employers on issues relating to discrimination, harassment, retaliation, wrongful termination, disability accommodation and interactive process, leaves and benefits, pre-employment and privacy issues including drug and alcohol testing, HIPAA/CMIA, free expression, employee discipline and due process, workplace investigations, and performance management. Donald's experience also includes advising public safety clients on the Public Safety Officers Procedural Bill of Rights Act and has worked on high-profile civil litigation cases regarding excessive force issues. Donald advises and represents employers in navigating meet and confer obligations under the MMBA and EERA, and works exclusively on transactional matters. Donald also represents clients at the bargaining table, negotiating bargaining agreements and matters such as compensation, hours and scheduling, seniority and advancement, and other terms and conditions of employment. Donald also advises on best practices for updating existing MOU language, bargaining strategy, compliance with good-faith bargaining requirements, and closed session preparations. Donald also has specialized knowledge under the ACA, including the employer shared responsibility provisions and advises public agencies on their obligations.

Donald's practice also includes conducting workplace investigations, including employee misconduct, harassment, discrimination, retaliation, policy, conduct violations, and other discipline-related issues. Donald has conducted investigations into allegations of harassment, retaliation, and misconduct, including those of a sensitive nature and those concerning high-profile individuals.

PRACTICES

Education Law
Employment Law and Litigation
Labor Relations
Workplace Investigations

EDUCATION

J.D., Loyola Law School, Los Angeles, 2016
B.A., University of California, Irvine, 2012

ADMISSION

State Bar of California
United States District Court for the Central District of California

AFFILIATIONS

Los Angeles Bar Association
Orange County Bar Association

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Donald regularly advises private schools, community college districts, and K-12 schools on matters such as harassment or discrimination claims, discipline and termination, independent contractor issues, employee performance management, disability accommodations, construction, preventative measures, and other student, faculty, and governance-related issues. He works extensively on contractual matters such as employment and enrollment agreements, vendor and facilities use contracts/disputes, services agreements, transportation agreements, travel waivers, releases, as well as employee and student handbooks.

Donald also represents employers throughout the various stages of litigation in both state and federal courts, as well as DFEH/EEOC matters, administrative matters, writs of mandamus. His litigation practice includes all aspects of discovery, motion practice, and trial preparation, including deposition preparation and appearances, drafting demurrers and motions for summary judgment, and preparing pretrial motions and witnesses for trial.

INSIGHTS

Tick, Tock: EEOC is Quietly Cutting Employers' Clock to Respond to EEOC Charges

New Year, New Notice Requirements for Contracting Out Services Under the MMBA (AB 339)

PUBLICATIONS

2026 Legal Trends

2025 LEGAL TRENDS

Legal Trends 2024

2023 Legal Trends

2022 Legal Trends

RECOGNITIONS

2027 Southern California Super Lawyers® Rising Stars - Employment & Labor

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