

# PETTIT KOHN

PETTIT KOHN INGRASSIA LUTZ & DOLIN

## KEVIN J. CHICAS, ESQ.

### *Senior Counsel*



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## PRACTICE AREAS

- Employment & Labor

## EDUCATION

- University of Minnesota Law School  
(J.D., *cum laude*, 2012)
- University of California, Irvine  
(B.A., *magna cum laude*, 2008)

## PUBLICATION

- Co-Author, California Public Sector Labor Relations, LexisNexis
- Kevin J. Chicas (co-author), "Post-Janus Power Shift of California's Private and Public Sector Unions," Daily Journal (July 30, 2020)
- Kevin J. Chicas (co-author), "Public Sector Unions Not Liable for Repayment of Agency Fees," Daily Journal (January 13, 2020)
- Kevin J. Chicas (co-author), "Agency Fees Ruling Will Reshape Labor Relations," Daily Journal (July 18, 2018)

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Kevin Chicas is Senior Counsel in Pettit Kohn Ingrassia Lutz & Dolin's San Diego office, where he focuses his practice exclusively on labor and employment defense. Kevin has extensive experience representing both private and public California employers in a wide array of complex employment disputes. He routinely defends organizations against claims of discrimination, harassment, retaliation, and wrongful termination under the California Fair Employment and Housing Act (FEHA) and federal statutes including Title VII and the Americans with Disabilities Act (ADA). Additionally, he is experienced in defending high-exposure wage-and-hour class actions and representative matters brought under the California Private Attorneys General Act (PAGA).

In addition to his litigation practice, Kevin serves as a strategic and trusted legal partner to his clients, providing proactive advice, counsel, and training to human resources executives, management leadership, and in-house counsel. He frequently advises on wage-and-hour compliance, workplace investigations, employee religious and medical accommodations, leaves of absence, the interactive process, personnel management, and policy development. Through this partnership, he helps organizations navigate California's complex regulatory landscape and effectively mitigate litigation risks before a claim is ever filed.

Prior to joining Pettit Kohn, Kevin honed his labor and employment expertise at prominent California defense firms, where he successfully represented corporate and public entities, as well as higher education institutions. He is highly experienced in representing employers in court and before administrative agencies such as the Civil Rights Department (CRD), the National Labor Relations Board (NLRB), the Public Employment Relations Board (PERB), CalPERS and the Division of Labor Standards Enforcement (DLSE). Kevin has also argued before the Fifth District Court of Appeal. Furthermore, Kevin possesses extensive traditional labor law experience. He has served as Chief Negotiator on behalf of management to successfully negotiate collective bargaining agreements, and has routinely represented employers in disciplinary appeals, retirement determinations, and complex labor disputes involving organizing petitions, grievances, and arbitrations.

Kevin earned his J.D. with honors from the University of Minnesota Law School, where he served as a Westlaw Research Representative and Class President. Prior to law school, he earned his Bachelor of Arts degree in Political Science from the University of California, Irvine in 2008.

Outside of the office, Kevin enjoys playing tennis, pickleball, board games, hiking, and spending time with his family.

## AFFILIATIONS

- State Bar of California
- U.S. District Court, Central District of California

## SPEAKING ENGAGEMENTS

- North County Fire Protection District, Board of Directors Training, "Ethics in Public Service and the Brown Act" (2020)
- Liebert Cassidy Whitmore Employment Relations Consortium (ERC), Presenter, Public Agency Compliance: The Brown Act, Public Records Act (PRA), and Labor Relations (2018–2023)
- Liebert Cassidy Whitmore Employment Relations Consortium (ERC), Presenter, Workplace Compliance: Harassment Prevention, Leaves of Absence, and Personnel Management (2018–2023)