

# Ryan C. McKim

## Senior Attorney

Ryan McKim's practice focuses on employment disputes. Additionally, Ryan has substantial environmental litigation experience. He regularly practices before state and federal courts.

In his employment law practice, Ryan represents businesses and public entities in high stakes cases involving sexual harassment, gender discrimination, age discrimination, and negligent hiring, retention and supervision claims. Ryan has both defended and prosecuted wage and hour class actions and has been appointed class counsel. He has litigated claims brought under the Fair Employment and Housing Act (FEHA), the Unruh Civil Rights Act, Americans with Disabilities Act (ADA), and Labor Code section 132a. Ryan also has considerable experience representing religious organizations, congregations, and schools in cases alleging child sexual abuse.

Ryan's environmental practice focuses primarily on water and soil contamination cases. He has litigated claims brought under the Comprehensive Environmental Response, Compensation and Liability Act (CERCLA), the Resource Conservation and Recovery Act (RCRA), the Clean Water Act (CWA), the Hazardous Substances Account Act (HSAA), and various state law theories of recovery. Further, Ryan has experience representing clients in toxic tort cases and insurance cases concerning coverage for environmental contamination.

When Ryan is not practicing law, he enjoys volunteering and spending time with his family.

### PRESENTATIONS

- Presenter, "2020 California Employment Law Update," Clark Hill Seminar, January 15, 2020
- Presenter, "2018 California Employment Law Update," Clark Hill Seminar, January 16, 2018
- Presenter, "California Employment Law: Updates & Changes for 2017," MPP Seminar, February 7, 2017
- Presenter, "Environmental Law Essentials for Real Estate Transactional Attorneys – Make the Proper Disclosures and Avoid Malpractice," Real Estate Section, Beverly Hills Bar Association, May 2013
- Presenter, "Purchasing, Selling, and Refinancing Shopping Centers with Environmental Contamination Issues – An Introduction," Real Estate Section, Beverly Hills Bar Association, January 2012

### PUBLICATIONS

- Co-Author, "Extortion may be exception to at-will doctrine, California appeals court rules," *California Employment Law Letter*, May 25, 2020
- Co-Author, "'Unlimited vacation' policy could trigger payout when employment ends," *California Employment Law Letter*, April 27, 2020
- Co-Author, "Statute of limitations runs from date of discharge, not notification," *California Employment Law Letter*, September 25, 2017
- Co-Author, "Sex offense and background check rules change for schools," *California Employment Law Letter*, August 28, 2017
- Quoted in "Judge tosses suit alleging discrimination in LA market," *Daily Journal*, September 12, 2017
- Co-Author, "Sour Grapes for Environmental Activists: Court of Appeal Affirms Issuance of Permit to Develop Vineyard over CEQA Challenge," *Environmental Law Newsletter*, June 2017,
- Co-Author, "EPA Cannot Run From Its Own Guidance in Clean Water Act Case," *Environmental Law Newsletter*, February 2017
- Co-Author, "New NPDES Permit Does Not Moot Past Violations Under Old Permit," *Environmental Law Newsletter*, December 2016
- Co-Author, "Full Disclosures Are A Must When Buying Pollution Insurance For Maritime Activities," *Environmental Law Newsletter*, July 2016
- Co-Author, "When a Mere Request for Information is a Suit Sufficient to Trigger the Duty to Defend," *Environmental Law Newsletter*, June 2016
- Co-Author, "California Labor Code takes a backseat to federal law," *California Employment Law Letter*, May 23, 2016
- Co-Author, "California Supreme Court enforces employment arbitration agreement," *California Employment Law Letter*, April 25, 2016
- Co-Author, "No Duty to Defend Vapor Intrusion Claim," *Environmental Law Newsletter*, March 2016
- Co-Author, "No Class Certification for Nuisance Claimants Based on 'Fear of Contamination,'" *Environmental*



### Office

Los Angeles  
1055 West Seventh Street  
Suite 2400  
Los Angeles, CA 90017

(213) 417-5336 (phone)  
rmckim@clarkhill.com

### Education

J.D., University of San Diego School of Law, San Diego, California, 2009, San Diego Law Review, Member  
B.A., cum laude, Wheaton College, Norton, Massachusetts, 2004, Political Science

### State Bar Licenses

California

### Court Admissions

U.S. District Ct., C.D. of California

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*Law Newsletter*, February 2016

- Co-Author, "District Court Preliminarily Enjoins Expansive Definition of 'Water of the United States' under Clean Water Act," *Environmental Law Newsletter*, October 2015
- Co-Author, "A Matter of First Impression: Under the Clean Water Act, What does 'Total' Mean?" *Environmental Law Newsletter*, August 2015
- Co-Author, "Supreme Court Sets Limits on EPA's Power to Regulate," *Environmental Law Newsletter*, July 2015
- Co-Author, "CERCLA, Lone Pine Orders, and Daubert Motions," *Environmental Law Newsletter*, June 2015
- Co-Author, "Court Holds that Motion to Dismiss Is an Ineffective Tool to Address Allegations that Exceed the Scope of Pre-Litigation Notice Under the Clean Water Act," *Environmental Law Newsletter*, March 2015
- Co-Author, "Court of Appeal Finds Provision of California's Superfund Statute Unconstitutional," *Environmental Law Newsletter*, February 2015
- Co-Author, "Declaratory Relief Not Available to Confirm the Validity of Permits Issued by Environmental Regulators," *Environmental Law Newsletter*, January 2015
- Co-Author, "The Bona Fide Prospective Purchaser Defense to CERCLA Liability," *Environmental Law Newsletter*, November 2014
- Co-Author, "Subrogation and CERCLA Section 107: A Possible Circuit Split in the Making," *Environmental Law Newsletter*, September 2014
- Co-Author, "Absolute Pollution Exclusion Not a Bar to Coverage for Carbon Monoxide Poisoning in Nevada," *Environmental Law Newsletter*, July 2014
- Co-Author, "Superfund Liability for September 11 Attacks," *Environmental Law Newsletter*, July 2014
- Co-Author, "Phased Remediation and the Statute of Limitations for Superfund Cost Recovery," *Environmental Law Newsletter*, May 2014
- Author, "The Common Fund Theory: Insurer Liability for Compulsory Cross Actions," *Los Angeles Daily Journal*, September 21, 2011
- Author, "Why Conflict of Interest Disclosures Matter in Arbitration," *Los Angeles Daily Journal*, September 7, 2011

## Practices, Industries & Services

Environment, Energy & Natural Resources  
Labor & Employment  
Litigation

## Honors

- Ryan has been selected to the Southern California Rising Stars list from 2014 – 2019.

## Presentations

- Presenter, "Workplace Safety in the COVID Era," Clark Hill California Labor & Employment Law Update 2021, February 24, 2021
- WEBINAR: Legal Compliance Strategies and Best Practices During Pandemic Related Layoffs, Reductions-in-Force, and Furloughs