

Tripper Ortman

Founder & Mediator

tripper@ortmanmediation.com
ortmanmediation.com

Affiliations

- American Bar Association
- Bar Association of San Francisco
- California Bar Association

Publications

- “Handling Experts in Employment Litigation,” American Employment Law Council Conference Paper (October 2013)
- Chapter Editor, “American Bar Association’s Fair Labor Standards Act,” MidWinter Report (2012-15)
- “Silencing the Minority: The Practical Effects of Arkansas Educational Television Commission v. Forbes.” 49 Cath. U.L. Rev. 613 (2000)

Mediation Practice

Since starting his full-time mediation practice in 2017, Tripper Ortman has developed a reputation for utilizing his significant litigation and trial experience to help resolve the most difficult and complicated matters. While he specializes in the mediation of labor and employment matters, but he also has experience litigating and resolving many types of commercial litigation matters. Thorough preparation and dogged dedication to getting every case resolved have become the hallmarks of Mr. Ortman’s mediation practice.

Mr. Ortman mediates individual, multi-plaintiff and class action cases, and has mediated cases involving virtually every type of employment claim including: discrimination, harassment, and retaliation; wage and hour violations; wrongful termination; violations of the California Family Rights Act, the Family Medical Leave Act; Theft of Trade Secrets; Resolution of Union grievances; and employment-related defamation. Mr. Ortman has also mediated complex and collective Consumer class actions as well as Mass Arbitration claims. He aims to provide counsel and their clients with unparalleled service before, during and after the mediation, ensuring that cases are resolved in a positive, welcoming environment.

In 2024, Mr. Ortman launched The Mediation Collaborative (“TMC”) along with mediator Brandon McKelvey. TMC is focused on training, mentoring, and empowering the next generation of mediators to consistently deliver the best mediation experience and results for their clients.

Experience

Prior to opening his full-time mediation practice Mr. Ortman was a partner in the Labor and Employment Department of Seyfarth Shaw LLP. During his tenure at Seyfarth, Mr. Ortman handled all aspects of class action and single plaintiff employment cases, from the pleading stage through trial. His experience includes the successful defense of major wage and hour, discrimination, and unfair competition class actions, as well as the defense of employers in a variety of claims arising out of alleged violations of the California Labor Code and the FLSA. Mr. Ortman was also an active member of Seyfarth Shaw’s National Trial Team.

One of Mr. Ortman's trials resulted in the first defense jury verdict in a wage and hour class action in California and was selected by the Daily Journal as one of the Top Defense Verdicts in California. He also tried and defended cases involving allegations of discrimination, retaliation, harassment, defamation, and negligence.

Before leaving his litigation practice Mr. Ortman frequently gave presentations to employer groups on how to avoid becoming the target of a class action lawsuit, and how to prevent and manage employment litigation. Mr. Ortman has also made presentations on class action and trial work to local bar associations and law students.

Before entering law school, Mr. Ortman was a middle school history teacher and the host of his own public access cable television show, two formative experiences that trained him to develop creative strategies to engage otherwise uninterested audiences, skills he later employed with judges and juries, and now, in mediation.

Presentations

- "FLSA: State Law Violations Lurking Behind FLSA Compliance," American Bar Association Section of Labor and Employment Law FLSA Midwinter Meeting (February 19, 2016)
- "The Future of Labor & Employment Practice," Bar Association of San Francisco, Labor & Employment Section Annual Meeting (January 31, 2015)
- "Handling Experts in Employment Litigation," American Employment Law Council Conference (October 2013)
- "Evaluating Wage and Hour Claim as a Potential Class Action: Plaintiff and Defense Perspective," Contra Costa County Bar Association (September 18, 2013)
- "If Only I Knew Then What I Know Now," Lessons From Seasoned Employment Attorneys (April 18, 2013)
- "From the United States Supreme Court to your local Superior Court," 23rd Annual All Hands Meeting, Silicon Valley Association of General Counsel (December 7, 2012)
- "Worker Misclassification: Risks, Trends and Updates," Silicon Valley Compensation Associate (June 20, 2012)
- "Winning the Certification Battle: Analyzing Recent Rulings, Certification and Decertification Grounds to Craft a Strategy for Current and Future Cases," ACI National Forum on Wage and Hour Litigation (September 14, 2010)
- "Winning the Key Wage and Hour Motions: What Works and What Doesn't for Summary Judgment Motions, Motions to Strike, and Motions for Sanctions," ACI National Forum on Wage and Hour Litigation (October 29, 2009)
- "Recent Developments in Employment Class Action Litigation," The State Bar of California 2009 Labor and Employment Annual Meeting (October 23, 2009)
- "Wage and Hour Class Actions: Winning the Certification Battle," ACI National Forum on Wage and Hour Litigation (October 2008)
- "War Stories and Analysis: Recent Wage and Hour Jury Trials," ACI National Forum on Wage and Hour Litigation (October 3, 2007)