HansonBridgett



Matthew J. Peck

Partner

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Firm Leadership

Employee Benefits Litigation Practice Co-Leader

Areas of Focus

- Employee Benefits Litigation
- Litigation and Dispute Resolution
- Business Litigation
- Public Sector Litigation
- Employment Class Actions
- Class Actions

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Matthew is a trial attorney in the litigation section and serves as co-chair of the firm's employee benefits litigation practice group. His practice focuses on high-stakes disputes with an emphasis on the defense of class, representative, and multiparty actions.

Matthew's employee benefits practice focuses on the representation of retirement plans, plan sponsors, and other fiduciaries in all manner of disputes involving pension, healthcare, and other post-employment benefits. While Matthew tries to avoid litigation when possible, he has successfully litigated many novel and precedential matters to judgment and has deep subject matter expertise regarding the Employee Retirement Income Security Act of 1974 (ERISA), the County Employees' Retirement Law of 1937 (CERL), the Public Employees' Retirement Law (PERL), the California State Teachers' Retirement System (CalSTRS), and the constitutional and statutory provisions governing other "independent" city, county, and special district retirement plans.

Matthew's general litigation practice focuses on complex business disputes in state and federal courts and in arbitrations involving contract, fiduciary, fraud, negligence, and other business torts. Matthew regularly defends businesses in lawsuits and arbitrations brought under the Consumer Legal Remedies Act (CLRA) and Unfair Competition Law (UCL) and has defended employers in wrongful termination, disability discrimination, and wage and hour matters.

Matthew currently serves on the Board of Governors for the Northern California chapter of the Association of

Business Trial Lawyers. He maintains an active pro bono practice and served as a working group member of the Blue Ribbon Panel on Fairness and Accountability in Law Enforcement, which investigated allegations of racial and other bias in the San Francisco Police Department.

Publications

"Navigating the New CDL Regulatory Landscape: What Motor Carriers, Brokers, and Public Transit Agencies Need to Know," co-author, Transportation Legal Alert (January 2026)

"CalPERS Can't Apply Rule Limiting PERSability of Special Compensation To State Members, Court of Appeal Rules," co-author, Employee Benefits Legal Alert (March 2023)

"New California Court of Appeal Decision Upholds Decisions Made By County Retirement System During Great Recession," Litigation Law Alert (December 2021)

"California Supreme Court Upholds Pension Reform Changes As Constitutional," co-author, *Employee Benefits Law Alert* (July 2020)

"Ignorance Is Bliss (If You Are an ERISA Plaintiff)," co-author, *Employee Benefits Alert* (February 2020)

"Court Upholds Plan Administrator's Interpretation in Recent ERISA Case," co-author, *Employee Benefits Law Alert* (September 2019)

"Courts Split On Pension Vested Rights Analysis," co-author, *Employee Benefits Alert* (March 2018)

"*Montanile*: A Cautionary Tale For ERISA Plans," co-author, *Litigation & Dispute Resolution Alert* (January 2016)

"Proposed E-Discovery Rule To Test Document Retention Policies," co-author, *Litigation & Dispute Resolution Law Alert* (May 2015)

Blog Posts

"Ninth Circuit Underscores the Importance of Carefully Crafting Class Action Settlements," *HB Briefly* (March 2018)

"SCOTUS Reminds CA Courts of the Strength of Preemption Under Concepcion," *HB Briefly* (December 2015)

"Proposed E-Discovery Rule To Test Document Retention Policies," *HB Briefly* (May 2015)

Presentations

"DOT and CDL Compliance Now: Practical Steps to Reduce Driver and Transportation Liability," Hanson Bridgett Transportation Webinar (January 2026)

"Tough Budget Times: How to Reduce Your Workforce," co-speaker, CALPERLA (November 2025)

Honors & Awards

Super Lawyers, Business Litigation (2022)

California Lawyers Association, Wiley W. Manuel Pro Bono Legal Services Award (2020)

Professional Affiliations

Association of Business Trial Lawyers, Northern California Chapter, Leadership Development Committee Member (2019 – Present)

Contra Costa County Bar Association

Judicial Clerkships

Judicial Extern to the Honorable Thomas E. Carlson, United States Bankruptcy Court, Northern District of California

Education

J.D., Tax Law Concentration UC Law San Francisco (Formerly UC Hastings) (2012)

B.A., *cum laude* Gonzaga University (2009)

Admissions and Courts

California

U.S. District Court for the Northern District of California

U.S. District Court for the Eastern District of California

U.S. District Court for the Central District of California

U.S. Court of Appeals for the Ninth Circuit