

PARTNER

Gregory M. Sato



Gregory M. Sato is a partner in the Kobayashi Sugita and Goda law firm. He represents management in his practice of labor and employment law. Greg has been recognized by his peers for his ethical standards and his expertise in labor and employment law in Hawaii by Martindale & Hubbell, Chambers and Partners, the Society for Human Resource Management, Litigation Counsel of America, "Best Lawyers in America" and "Super Lawyers."

Greg is a frequent speaker. Recent programs include "The Basics: Family Medical Leave Act" and "FMLA Update: Federal Labor Standards Legislation Committee" (ABA National Convention in Honolulu 2006), "Do You Want to Know a Secret" (ABA Section of Labor and Employment Law Annual CLE Conference in Philadelphia 2007), "Strong Foundations: Covenants Not to Compete and Trade Secrets" (ABA Labor and Employment Law Section, Employee Rights and Responsibilities Committee Monarch Beach CA 2009), Use of Expert Witnesses in Covenants Not to Compete and Trade Secrets Litigation (ABA Labor and Employment Law Section, Employee Rights and Responsibilities Committee Del Coronado, CA 2010), "Punitive Damages and Attorney Fees in Arbitration: A Case of Form Following Function" (ABA Labor and Employment Law Section, ADR in Labor and Employment Law Mid-Winter Meeting Los Cabos, Mexico 2011), "Missing the Ethical Boat in the Digital Age" (Colorado Bar Association 2013 National CLE Conference Snowmass, CO), "Employment Law Torts" (Hawaii State Bar Association Convention 2012), "Selected Ethical Issues for Labor and Employment Lawyers" (Hawaii State Bar Association Convention 2011), "Employment Law Handbook for the Law Office" (Hawaii State Bar Association Convention 2010), "Bullying and Other Forms of Harassment" (Hawaii State Bar Association CLE 2009).

Greg is a contributing author to BNA's "The Family Medical Leave Act, 2011 Supplement. He one of the "Hawaii Chapter" authors to the BNA publication "Employment-at-Will: A State by State Survey."

Greg is active in community affairs and has been a Director, President and Chair of the Hawaii and State Council for the Society for Human Resource Management, Director of the Hawaii Justice Foundation, Director of Winners at Work, Deacon and Trustee of Central Union Church, a member of the Local Rules Committee for the United States District Court of Hawai'i (1988-1991), Chair of the Hawai'i Public Employees Health Trust Fund (1999-2003), Director of the Chamber of Commerce of Hawaii (2004-2006), member and Chair of Hawai'i Public Radio Board of Directors(2005-2011), member and Vice President for the Hawaii Girl Scouts (2007-2011) and a member of the FBI Citizens' Academy (2006). Currently, Greg is, a Director of the Hawaiian Educational Council, a Director of Arcadia Retirement Residence, a Director for Hanahau'oli School, and a Hearing Officer with the Hawaii Office of Disciplinary Counsel.

Greg earned his undergraduate degree in History from the University of Southern California and completed a joint Masters of Management/Juris Doctor degree at Northwestern University's Kellogg School of Management and the School of Law.

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PRACTICE AREAS

Labor and Employment Law

EDUCATION

University of Southern
California
Bachelor of Arts

Northwestern University

Masters of Business
Administration

Northwestern University

School of Law
Juris Doctor