



California Practice Group

Fisher Phillips has one of the largest labor and employment law practices in California with over 150 employment law attorneys and six offices across the state in Irvine, Los Angeles, Sacramento, San Diego, San Francisco, and Woodland Hills.

Fisher Phillips has provided labor and employment law services for thousands of organizations operating in a wide range of industries. We have supported large organizations with national footprints, medium-sized regional companies, and small employers. Our cumulated knowledge and industry-specific experience have allowed us to partner with our clients to achieve consistently favorable results.

Our Fisher Phillips California attorneys represent clients in a wide range of practices and focus on California employment law, wage and hour law, litigation (single plaintiff and class action), PAGA and prevention and compliance.

CALIFORNIA EMPLOYMENT LAW

If you have employees in California, you might as well be in a different world when it comes to workplace law. With no limits on the size of most jury verdicts, you have to line up against some of the most aggressive plaintiffs' lawyers in the country. Make sure you have your own California attorneys who will advocate effectively for you.

Fisher Phillips' practice covers the entire state. We understand that California has many more laws governing the employment relationship than most other states, and the number of those laws continues to grow. Each of our California attorneys is well-versed in the rapidly expanding legal environment and equipped to advise you on how to navigate our tricky legal terrain.

WAGE AND HOUR LAW

One of the more unique elements in the California workplace is the substantial collection of ever-changing wage and hour laws. They offer a daunting challenge to employers who want to stay in compliance and stay out of court. Class actions covering overtime, meal and rest breaks, and other wage issues are much more prevalent in California than in most other states. Our team stands ready to help guide you through this difficult environment and defend you should your pay practices come under fire.

Wage and Hour Litigation: Class & Collective Actions

Our Wage and Hour Practice Group has a proven record of successfully litigating thousands of complex cases at both the federal and state levels across the full spectrum of industries and employers throughout the U.S. Within the last five years, we have defended employers in more than 8,666 wage and hour matters. This includes hundreds of class, collective, and/or representative actions over that same period, with many in California. Our hands-on experience with plaintiffs' tactics has advanced our understanding of their methods and enabled us to synthesize our knowledge into defense strategies and preventive best practices.

EMPLOYMENT DISPUTES, INVESTIGATION AND LITIGATION PRACTICE

Employment Litigation (Single Plaintiff)

The Fisher Phillips Employment Disputes, Investigation and Litigation practice is extensive. Our attorneys represent employers before all federal and state courts, commissions and administrative agencies. This area of our employment and labor specialization covers related practices such as;

- Administrative Agency Practice and Litigation
- Appellate Practice
- Breach of Employment Contract
- Civil Rights Litigation
- Employee Benefits Litigation
- Employment Discrimination and Harassment and Related Litigation Under FEHA
- ERISA Litigation
- Negligent Hiring and Retention
- Prevailing Wage Litigation
- Section 1983 and Constitutional Claims
- Trade Secrets & Unfair Competition
- Workplace Torts

Defense of Single-Plaintiff Litigation Matters

Fisher Phillips' approach to single-plaintiff litigation is based upon a lean and experienced staffing model. We feature 1) an ability to quickly assemble quality case teams across the geographic areas in which our clients operate; 2) early case assessment and skilled advocacy throughout the life of a matter; and 3) excellent responsiveness. Our goal in these matters is to quickly determine the merits of the claim and to realistically evaluate ultimate litigation costs. A critical component of this approach is early and realistic evaluation so that cases do not languish in a state of indecision if settlement may be your primary objective.

PAGA

Our litigators understand that California Labor Code Private Attorneys General Act (PAGA) claims in many ways can be more perilous to companies than normal wage and hour class actions because they can't be arbitrated and the potential exposure of the stacking penalties – which can threaten to break a company financially. Plaintiffs in a PAGA case are not required to follow the formalities of a class action and, therefore, can not only pursue broad discovery more easily but also represent a broader group of employees. Fisher Phillips' California attorneys have worked with countless employers to strategize the best ways to address these actions and to form defense plans. To date, our firm has handled hundreds of PAGA litigation matters.

PREVENTION AND COMPLIANCE

California law also maintains stringent requirements on how you must develop your workplace policies and how you must educate your workforce through regular training sessions. We offer comprehensive training plans that meet AB 1825 requirements and can help craft policies that are in line with state (and federal) directives.

CALIFORNIA EVENTS

Our California attorneys regularly hold events and webinars to keep clients and contacts up-to-date on the most recent legal topics.

CALIFORNIA OFFICE LOCATIONS

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| Irvine | (949) 851-2424 | San Diego | (858) 597-9600 |
| Los Angeles | (213) 330-4500 | San Francisco | (415) 490-9000 |
| Sacramento | (916) 210-0400 | Woodland Hills | (818) 230-4250 |

With more than 500 attorneys in 38 offices across the United States, Fisher Phillips is a national labor and employment firm providing practical business solutions for employers' workplace legal problems. We regularly advise and counsel clients on issues surrounding wage and hour, employment discrimination and harassment, litigation, workplace safety, immigration, trade secrets and non-competes, and more.