



## ANDREW J. HOAG

(He/Him/His)

Partner

Los Angeles

213.330.4451

213.330.4501

### Service Focus

- Class and Collective Actions
- Counseling and Advice
- Employment Discrimination and Harassment
- Litigation and Trials

### Industry Focus

- Agriculture
- Automotive Dealership

## OVERVIEW

Andrew J. Hoag is an attorney in the Los Angeles office. His practice includes representing employers in various aspects of labor and employment law, including training employees and management on wage-and-hour issues and mandatory sexual-harassment-prevention trainings; counseling employers on legal compliance; drafting transactional documents such as employee contracts, severance agreements, settlement agreements, and employee handbooks; and litigating single-plaintiff and wage-and-hour class and collective actions, as well as PAGA matters. Andrew has represented clients in a broad range of industries including: the agricultural industry, the airline industry, automotive dealership industry, the media, and celebrity news industry, the software industry, and the transportation industry.

Andrew has numerous successes litigating cases in many different forums, including the Department of Labor Standards Enforcement, the Department of Fair Employment and Housing, the Equal Employment Opportunity Commission, the National Labor Relations Board, California state courts, Federal District Courts, and the Ninth Circuit Court of Appeals.

*The Wall Street Journal's Morning Risk Report, The Hill, Law360, and the Orange County Register* have quoted Andrew on important labor-and-employment matters, KNX 1070 News Radio has interviewed him, and he has published articles in the *Los Angeles Daily Journal*.

While in law school, Andrew externed for the Honorable Dean D. Pregerson of the United States District Court, Central District of California, and the United States Attorney's Office for the Central District of California.

Prior to attending law school, Andrew worked as a committee consultant and legislative director in the California Legislature. Andrew was an All-American collegiate debater.

Andrew is a Lecturer in Law teaching Employment Law at UCLA School of Law and USC Gould School of Law.

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## Recent Experience

- Won dismissal of \$500,000 claim for hostile work environment in United States District Court, District of Northern California (affirmed by the 9th Circuit Court of Appeals);
- Successfully served on trial team for a complete defense verdict in a breach of contract, fraud, and unfair competition claim from terminated employee seeking punitive damages in San Bernardino Superior Court;
- Compelled single-plaintiff arbitration in a federal lawsuit where the putative class representative sought to bring a Fair Labor Standards Act Collective Action asserting wage-and-hour claims on behalf of dozens of employees (ultimately settling with the putative class representative for a nuisance-value amount);
- Obtained dismissal of claim from former employee to the National Labor Relations Board alleging unfair labor practices in violation of Section 8(A)(1) of the National Labor Relations Act (appeal denied);
- Obtained dismissal of former employee's charge of sex discrimination brought before the United States Equal Employment Opportunity Commission;
- Won case closure of former employee's Department of Fair Employment and Housing charge of race and sex discrimination; and

- Complete victory for employer against wage-and-hour claims in Department of Labor Standards Enforcement, Labor Commissioner, State of California.
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## **Credentials**

### **Education**

- University of Southern California, Gould School of Law, J.D.
- University of Southern California, M.P.A.
- Pepperdine University, B.A.

### **Bar Admissions**

- California

### **Court Admissions**

- U.S. Court of Appeals for the Ninth Circuit
  - U.S. Court of Federal Claims
  - U.S. District Court for the Central District of California
  - U.S. District Court for the Eastern District of California
  - U.S. District Court for the Northern District of California
  - U.S. District Court for the Southern District of California
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## **Affiliations**

### **Professional Activities**

- Lecturer in Law (Employment Law), UCLA School of Law
- Lecturer in Law (Employment Law), USC Gould School of Law
- Former Board of Trustees, Los Angeles Arboretum Foundation
- Member, PIHRA Los Angeles
- Former Board member and Vice Chair, California Bar Association, Young Lawyers Division
- Former Associate Editor, The Affiliate, Young Lawyers Division, American Bar Association

- Former Executive Committee Member, Labor and Employment Section, Beverly Hills Bar Association

## INSIGHTS

**Event**

**Dec 9, 2024**

Fisher Phillips 2025 California Legislative & Case Law Update: Los Angeles

**Event**

**Dec 14, 2023**

Fisher Phillips 2024 California Legislative & Case Law Update: Los Angeles

**News**

**Jul 21, 2023**

Los Angeles Partner Discusses Potential Impacts of Supreme Court Decision on Religious Accommodations

**Insights**

**Jul 7, 2023**

Top Workplace Law Stories You May Have Missed from June 2023

**Insights**

**Jun 29, 2023**

Supreme Court Makes It More Difficult for Employers to Deny Religious Accommodations: Your 6-Step Action Plan

**FP SCOTUS Predictions: Supreme Court Will Make It More Difficult for Employers to Deny Religious Accommodations**