



Andrew J. Hoag

(He/Him/His)

Partner

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Service Focus

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

Industry Focus

- 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.

Recent Experience

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.

Credentials

Education

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

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

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

12/14/23

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

Sheldon J. Blumling, Jocelyn Campanaro, Andrew J. Hoag, Andrew J. Sommer, Aymara Ledezma

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NEWS

07/21/23

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

Andrew J. Hoag

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INSIGHTS

07/07/23

Top Workplace Law Stories You May Have Missed from June 2023

Alyssa Levy Andalman, Amanda M. Blair, Risa B. Boerner, Suzanne K. Bogdan, Michael E. Bonner, James S. Bradbury, Melissa (Osipoff) Camire, Jennifer B. Carroll, Myra K. Creighton, Jeffrey M. Csercsevits, Deepa K. Desai, Benjamin M. Ebbink, Michael P. Elkon, Darcey M. Groden, Brian Guerinot, Andrew J. Hoag, Wendy Hughes, Matthew R. Korn, Anne Yarovoy Khan, Kenneth A. Knox, Emily N. Litzinger, Todd A. Lyon, Danielle Hultenius Moore, Andreas Mosby, Joshua D. Nadreau, Raymond W. Perez, George A. Reeves III, Justin Reiter, Jenna B. Rubin, Nan Sato, Brent Sedge, Julia A. Sherwood, Kristin L. Smith, Shane Stover, Henry Thomson-Smith, Megan E. Walker, David J. Walton, Sheila M. Abron, Erica G. Wilson, Franklin Z. Wolf, Annie Ziesing

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INSIGHTS

06/29/23

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

Michael E. Bonner, Andrew J. Hoag, Kenneth A. Knox, Danielle Hultenius Moore

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INSIGHTS

06/02/23

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

Michael E. Bonner, Andrew J. Hoag, Kenneth A. Knox, Danielle Hultenius Moore

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INSIGHTS

02/03/23

Top Workplace Law Stories You May Have Missed from January 2023

William E. Altman, Emily Alvarez, Alba V. Aviles, Davis C. Bae, Phillip C. Bauknight, Amanda M. Blair, Risa B. Boerner, Michael E. Bonner, Melissa (Osipoff) Camire, Christopher Caravello, Deepa K. Desai, J. Micah Dickie, Benjamin M. Ebbink, Stephen R. Gee, Michael R. Greco, Darcey M. Groden, Rosemary S. Gousman, Andrew J. Hoag, Wendy Hughes, Usama Kahf, Seth D. Kaufman, Kenneth A. Knox, Samantha J. Monsees, Danielle Hultenius Moore, Joshua D. Nadreau, Jeffrey Shapiro, Henry Thomson-Smith, Sheila M. Abron, Jeremy F. Wood

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INSIGHTS

02/01/23

3 Takeaways for Employers as SCOTUS Agrees to Review Religious Accommodations Test

Michael E. Bonner, Andrew J. Hoag, Kenneth A. Knox, Danielle Hultenius Moore

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EVENT

12/13/22

Fisher Phillips 2023 California Legislative and Case Law Update: Los Angeles

Andrew J. Hoag, Sheldon J. Blumling

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NEWS

10/28/22

Fisher Phillips Attorneys Pen Key Chapters in “California Employment Law” Treatise

Todd B. Scherwin, Andrew J. Hoag, Ariella Kupetz, Nazanin Afshar, Leora Ghadoushi

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NEWS

12/12/19

California’s SB 142 Requires Enhancements to Workplace Accommodations for Nursing Mothers

Andrew J. Hoag

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