



## **Anthony Isola**

### ***Partner***

San Francisco

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Email



### ***Service Focus***

- AI, Data, and Analytics
- Consumer Privacy Team
- Counseling and Advice
- Privacy and Cyber
- Employee Defection and Trade Secrets
- Employment Discrimination and Harassment
- Litigation and Trials
- Reductions in Force (RIFs)

### ***Industry Focus***

- Automotive Dealership
- Financial Services
- Hospitality
- Staffing
- Manufacturing

### ***Trending***

- U.S. Privacy Hub

### ***Overview***

Tony is an experienced litigator and counselor. His primary areas of practice are (i) employment law, (ii) employee defections, restrictive covenants, and trade secret theft, and (iii) privacy law matters.

### **Employment Law**

Tony provides advice and counsel on a variety of employment law needs, including discipline, termination, leaves, disability accommodations, interactive process, internal investigations, handbooks and policies, employment contracts, and risk management.

As an employment litigator, Tony represents large and small employers in all types of employment-related actions. These actions include disputes involving breach of contract, wage and hour laws, whistleblower, wrongful termination, discrimination, harassment, retaliation, defamation, and other employment law-related matters.

Tony has experience handling litigation matters from inception through trial, arbitration, and appeals. As an illustrative example of his success as an employment litigator, Tony has procured summary judgement and dismissal of all claims in a harassment and wrongful termination case against a staffing agency.

From 2015 to 2020, Tony was on the executive committee for the Barristers Labor and Employment Section for the Bar Association of San Francisco. In 2017, he was the co-chair for this committee.

### **Restrictive Covenants and Trade Secrets**

In trade secrets matters, Tony has helped employers obtain temporary restraining orders and preliminary injunctions against former employees to prevent unauthorized use and disclosure of confidential information. Tony has also brought actions to enforce restrictive covenants against former employees. He also works on drafting restrictive covenant agreements (non-disclosures, non-solicitations, and non-competes) for employers and advises on implementation and enforceability of these agreements. Tony is a member of Fisher Phillips' Employee Defection and Trade Secrets Practice Group.

### **Consumer and Employee Privacy Law**

Tony advises clients on compliance with state consumer privacy laws, including the California Consumer Privacy Act (CCPA) and the California Invasion of Privacy Act. Tony assists clients with preparation of privacy policies, notices, and other disclosures. He also assists clients with data breach response.

Tony regularly represents owners of websites involving individual, collective, and class action claims under the California Invasion of Privacy Act and other adjacent legal claims concerning use of third-party tracking software on websites. Further, Tony regularly assists clients with analysis of and guidance concerning website disclosures and third-party cookies, pixels, scripts, tags, and other third-party software on websites to help reduce risk of legal claims.

He regularly conducts trainings and publishes articles on consumer and employee privacy. Notably, Tony has presented at national conferences on the topic of privacy law, and is a co-author of the *OneTrust DataGuidance Note, California – Employment*, which is a treatise on the application of the California Consumer Privacy Act (CCPA) in the employment context. Tony is a member of the Fisher Phillips Privacy and Cyber Practice Group and Consumer Privacy Team.

Notably, Tony has a degree in computer engineering and was a software engineer at a software company before becoming an attorney. His engineering background and skillset are valuable assets to clients when navigating the technical subjects involved in trade secrets and privacy law matters.

Tony is recognized in *The Best Lawyers in America, Ones to Watch*. Tony has been selected for inclusion in *Northern California Super Lawyers* - “Rising Stars” from 2017 to 2020.

## ***Credentials***

### **Education**

- J.D., 2010, University of California, Hastings College of the Law
- B.A., 2007, University of California, Santa Barbara

### **Bar Admissions**

- California

### **Court Admissions**

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

## ***Recognitions***

- Recognized in *The Best Lawyers in America, Ones to Watch* (2022 - 2025)

## ***Affiliations***

### **Professional Activities**

- Co-Chair, Barristers Labor and Employment Section, Bar Association of San Francisco 2017
- Executive Committee Member, Barristers Labor and Employment Section, Bar Association of San Francisco – 2015-2016, 2018-2020
- Member, San Francisco Italian Athletic Club

## ***Insights***

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INSIGHTS

04/11/25

### **From Search to Share: Court Holds Third-Party Interception of Search Bar Terms Can Support CIPA Claim**

Vivian Isaboke, Anthony Isola

[Read more →](#)

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EVENT

September 19, 2024, and September 26, 2024

## Modern Approaches to Employee Mobility, Information Safeguards and Competitive Advantage

Risa B. Boerner, Jonathan Crook, Michael P. Elkon, Lauren Frisch, Edward F. Harold, Anthony Isola, Anne Yarovoy Khan, Christopher P. Stief, Joshua H. Viau, David J. Walton, Jeremy F. Wood

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EVENT

07/24/24

## The Next Puzzle to Solve: CCPA Requests from Employees and Consumers, Your Obligations, and Common Challenges

Usama Kahf, Anthony Isola, Darcey M. Groden

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INSIGHTS

04/15/24

## Your Third-Party Website Vendors Might Be Exposing Your Business to a New Theory of Liability: 3 Steps You Should Consider Right Now

Anthony Isola, Usama Kahf, Kile E. Marks

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EVENT

02/28/24

## Litigators Unleashed and Your Website Is Their Target: Learn How to Comply and Avoid Being Sued Over Your Website's Cookies and Chat Features

Usama Kahf, Anthony Isola

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INSIGHTS

02/02/24

## Workplace Law Update: 10 Essential Items on Your February To-Do List

Steven M. Bernstein, Amanda M. Blair, Risa B. Boerner, Kathleen McLeod Caminiti, Melissa Camire, Patrick J. Collopy, Tami Essis Culkar, J. Micah Dickie, Benjamin M. Ebbink, Anthony Isola, Sean Kingston, Casandra Ozcimder, Abby H. Putzulu, Melody L. Rayl, Julia A. Sherwood, Andrew J. Sommer, Sharon Suh, Henry Thomson-Smith, J. Hagood Tighe, David Witkin

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INSIGHTS

01/02/24

## Workplace Law Update: 10 Essential Items on Your New Year To-Do List

Raeann Burgo, Melissa Camire, Benjamin M. Ebbink, Lonnie D. Giamela, Jang Hyuk Im, Anthony Isola, Corina Johnson, Joshua Klein, Sean Kingston, Alexandra LaCombe, David Lerner, Courtney Leyes, Emily N. Litzinger, Richard R. Meneghello, Kate Mize, Samantha J. Monsees, Joshua D. Nadreau, Monica Snyder Perl, Lisa Nagele-Piazza, John M. Polson, Ashton M. Riley, Katie Reynolds, Jennifer B. Sandberg, Andrew J. Sommer, Spencer W. Waldron, Sarah Wieselthier

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EVENT

11/15/2023 & 11/16/2023

## California Litigation Conference: Key Trends and Top Strategies for 2024

Usama Kahf, Steven P. Alvarado, Michael R. Greco, Anthony Isola, Sean Kingston, Andrew J. Sommer, Spencer W. Waldron

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INSIGHTS

10/15/23

## 4 Things Employers Need to Know About the New Noncompete Laws in California

Anthony Isola, Sean Kingston

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INSIGHTS

09/12/23

## This One Simple Change to Your HR Vendor Contracts Can Help You Avoid Additional CCPA Burdens

Anthony Isola

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