

TYLER T. RASMUSSEN

Partner

Irvine

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Service Focus

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

Industry Focus

- Energy
- Healthcare
- Supply Chain
- Transportation and Supply Chain

OVERVIEW

Tyler Rasmussen is a partner in the Irvine office. His litigation practice involves representing employers in various aspects of labor and employment law, including employment discrimination, harassment, and retaliation claims, wage and hour violations, trade secret protection, and various administrative proceedings.

Tyler also regularly counsels employers with difficult employment issues with their workforce including discrimination and harassment complaints and investigations, disciplinary actions, leaves of absences, and wage-hour laws.

Tyler has defended employers in civil litigation in state and federal court, as well as arbitration. Tyler has also defended employers before federal and state administrative agencies including the Department of Labor, the Division of Labor Standards Enforcement (DLSE), Department of Fair Employment and Housing, Equal Employment Opportunity Commissions, and the California Unemployment Insurance Appeals Board (CUIAB). He regularly provides human resource training to clients and speaks to employers and employer groups regarding labor and employment issues.

While in law school, Tyler participated in the Los Angeles Family Law Clinic and served as the managing editor of the *Loyola International and Comparative Law Review*.

He is also the co-founder of the non-profit foundation "Heartbeats for Tom Rasmussen" which donates automatic external defibrillators to local schools and sports facilities and is active with Cystic Fibrosis Foundation.

Recent Experience

- In overturning a ruling from LASC, Tyler persuaded the Court to uphold a long standing automobile industry arbitration agreement. The Court of Appeals affirmed that even if a plaintiff alleges they cannot read the arbitration agreement, it remains enforceable as legibility does not amount to substantive unconscionability.
- Tyler and Lonnie Giamela received a full defense arbitration award in disability discrimination/unpaid wages suit brought against dealership.
- Tyler obtained a full defense verdict during a three day bench trial on an independent contractor misclassification claim brought against a landscaping and construction company.
- Tyler successfully obtained a full defense verdict for a wage and hour claim appealed to Orange County Superior Court, recovering reasonable attorneys' fees and costs for the defending medical treatment corporation.
- Tyler and Todd Scherwin, on behalf of a franchisee of retail shipping, postal, printing and business services obtained a large settlement against a former employee/manager who attempted to steal customers and information from the franchisee.
- Tyler Rasmussen obtained summary judgment in arbitration on behalf of dealership in a sexual orientation discrimination and retaliation claim brought by a former employee.
- Tyler Rasmussen, with Grace Horoupian, obtained summary judgment in arbitration on behalf of employer in a wrongful termination and retaliation claim brought by a former employee.

- Tyler represents various clients before governmental agencies including, but not limited to, California Department of Fair Employment and Housing, Equal Employment Opportunity Commission, California Division of Labor Standards Enforcement, California Employment Development Department and United States Department of Labor Wage-Hour.

Credentials

Education

- Loyola Marymount University, Loyola Law School, J.D., 2010
- University of California, Los Angeles, B.A., 2007

Bar Admissions

- California

Recognitions

- Named Top 40 Under 40 by *The Daily Journal* (2023)
- Recognized in *The Best Lawyers in America* (2024-2026)
- Southern California *Super Lawyers* – Rising Star (2018-2020)

Affiliations

Community Activities

- Board of Directors, The Bay Foundation

INSIGHTS

Insights

Mar 6, 2025

SCOTUS Makes It Harder for Plaintiffs to Recover Attorney's Fees: How a Driver's License Case Could Impact Employers

Insights

Nov 12, 2024

FP SCOTUS Predictions: Supreme Court Will Make It Harder for Plaintiffs to Recover Attorney's Fees in Civil Rights Actions and Beyond

Event

Dec 12, 2023

Fisher Phillips 2024 California Legislative & Case Law Update: Irvine

News

Sep 27, 2023

Tyler Rasmussen Honored in Daily Journal's 2023 Top 40 Under 40 Lawyers

Event

Aug 1, 2023

The Latest on PAGA and Arbitration: What Do We Do Post-*Adolph v. Uber?*

News

Mar 22, 2023

Irvine Partner Provides Tips for California Employers After AB51 Ruling