Tyler T. Rasmussen

Partner

Irvine

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Email

Service Focus

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

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

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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

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

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Education

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

Bar Admissions

- California

Recognitions

- Named Top 40 Under 40 by *The Daily Journal* (2023)
- Recognized in *The Best Lawyers in America* (2024-2025)
- Southern California *Super Lawyers* – Rising Star (2018-2020)

Affiliations

Community Activities

- Board of Directors, The Bay Foundation

Insights

EVENT 12/12/23

Fisher Phillips 2024 California Legislative & Case Law Update: Irvine

Philip J. Azzara, Sheldon J. Blumling, Jang Hyuk Im, Lisa Peterson, Tyler T. Rasmussen, Ashton M. Riley

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NEWS 09/27/23

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

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EVENT 08/01/23

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

Benjamin M. Ebbink, Hannah Sweiss, Tyler T. Rasmussen

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NEWS 03/22/23

Irvine Partner Provides Tips for California Employers After AB51 Ruling

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NEWS 03/21/23

Irvine Partner Discusses California Bill That Would Increase Sick Days for Employees

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NEWS 03/07/23

Irvine Partner Discusses 9th Circuit Decision: California Employers Can Mandate Arbitration

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INSIGHTS 09/30/22

California Mandates Unpaid Bereavement Leave for Employees: 4 Takeaways for Employers

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INSIGHTS 08/03/22

The Top 14 Workplace Law Stories from July 2022

Alba V. Aviles, Suzanne K. Bogdan, Tillman Y. Coffey, Myra K. Creighton, J. Micah Dickie, Stephen R. Gee, Zinnia Khan, Aymara Ledezma, Todd B. Logsdon, Richard R. Meneghello, Danielle Hultenius Moore, Joshua D. Nadreau, John M. Polson, Tyler T. Rasmussen, Kristin L. Smith, Kristin R.B. White

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INSIGHTS 08/02/22

Appeals Court Confirms that Federal Law Supersedes California Sick Leave Rules for Railroad Workers: Key Takeaways for Employers

Tyler T. Rasmussen

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EVENT 07/15/22

Your New Blueprint for California Arbitration Agreements After SCOTUS's Viking River Cruises Decision

Benjamin M. Ebbink, Anet Drapalski, Tyler T. Rasmussen, Hannah Sweiss

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