



## **RON S. BRAND**

Partner

Irvine

949.208.8298

949.851.0152

### Service Focus

- California Class Actions and PAGA
- California Litigation and Appellate
- Counseling and Advice
- Employee Defection and Trade Secrets
- Employee Leaves and Accommodations
- Employment Discrimination and Harassment
- Litigation and Trials

### Industry Focus

- Non-Profit and Tax-Exempt Organizations

## OVERVIEW

Ron S. Brand, a partner in Fisher Phillips' Irvine office, is a trusted advisor and experienced litigator who helps businesses navigate the complex and ever-changing landscape of labor and employment law. He represents management in federal and state courts, as well as before administrative agencies, in a broad range of employment-related disputes including claims of wrongful termination, harassment, retaliation, discrimination, wage and hour violations, and whistleblower retaliation.

Particularly effective in handling the most challenging employment law risks in California, Ron has successfully defended employers in high-stakes class action and PAGA representative actions, and regularly defends clients before the Equal Employment Opportunity Commission, the California Civil Rights Department, the California Labor Commissioner, the California Employment Development Department, the California Unemployment Insurance Appeals Board, and other regulatory and administrative bodies. He also has significant experience in unfair competition, trade secrets, and business and corporate litigation.

Combining strategic litigation skill with practical, preventive counsel, Ron works closely with in-house counsel and HR professionals to craft solutions that minimize risk and align with business goals. He regularly advises on workplace policies, employee discipline and separations, leave and accommodation issues, wage and hour compliance, and employment agreements.

Ron is a sought-after speaker and trainer who conducts in-house management seminars and presents frequently to legal education providers, trade associations, and employer groups on best practices for employment law compliance.

Ron previously served as the chair of the Labor and Employment Counseling & Litigation practice group at a full-service, national law firm.

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## Credentials

### Education

- DePaul University College of Law, J.D., with honors and *Order of the Coif*, 1998
- University of California, Irvine, B.A., 1994

### Bar Admissions

- California
- Illinois

### Court Admissions

- U.S. Court of Appeals for the Ninth Circuit
- U.S. Court of Appeals for the Seventh Circuit
- U.S. District Court for the Southern District of California

- 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 Northern District of Illinois

## Languages

- Hebrew (Conversational)
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## Recognitions

- "AV" Peer Review Rated (Martindale Hubbell)
  - Southern California Super Lawyer (2019-2025)
  - Avvo Client's Choice Award (2017)
  - Avvo Rating of Excellent – Top Attorney (2017)
  - Habitat for Humanity of Orange County Outstanding Volunteer Award for Human Resources (2015)
  - Southern California Super Lawyer – Rising Star (2011)
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## Affiliations

### Professional Activities

- California Lawyers Association (Labor and Employment Law Section)
- Orange County Bar Association (Labor and Employment Law Section)
- Orange County Jewish Bar Association
- Society for Human Resource Management
- ProVisors (Group Leader of the Orange County Lawyers and Legal Professionals Affinity Group)

### Community Activities

- American Family Housing (Legal Advisor)
- Habitat for Humanity of Orange County (Member of Board of Directors and Executive Committee, and Legal Advisor)

- HomeAid Orange County (Legal Advisor)
- HomeAid America (Legal Advisor)
- Innovative Housing Opportunities (Legal Advisor)
- Jewish Federation of Orange County (Legal Advisor)
- Project Access (Legal Advisor)
- Jewish Community Foundation Orange County (Member of Board of Directors and Executive Committee, Chair of Personnel Committee, and Legal Advisor)
- Veterans Legal Institute (Member of Board of Advisors and Legal Advisor)

## INSIGHTS

### Insights

Feb 9, 2026

Google Engineer Who Stole AI Trade Secrets Gets Guilty Verdict: Lessons for Your Business

### Event

Nov 20, 2025

Fisher Phillips 2026 California Legislative & Case Law Update: Irvine

### News

Aug 12, 2025

Various Media Outlets Cover Return of Ron Brand in Irvine

### News

Aug 11, 2025

Fisher Phillips Welcomes Back Ron Brand, Deepening Firm's California Litigation Bench