

## Joshua Mizrahi

Los Angeles, California  
Shareholder

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### **Areas of Practice & Industry Specialties**

Labor & Employment; Wage & Hour; Litigation; Cannabis & Hemp Industry Law Group; Alternative Lenders; Apparel & Consumer Products; Hospitality Industry Law



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Joshua Mizrahi is a Shareholder in Buchalter's Los Angeles office and Chair of the Labor and Employment Practice Group. He defends employers against claims in a variety of labor and employment law litigation areas, including class actions, sexual harassment, wrongful termination, discrimination, wage and hour, and retaliation matters. Mr. Mizrahi was recognized as a "Top Litigator and Trial Lawyer of 2019" by the *Los Angeles Business Journal*. He was also selected as a Southern California *Super Lawyer* from 2017-2020.

Mr. Mizrahi also provides preventative advice and consultation to employers on a variety of matters, including:

- hiring
- terminations
- disciplinary matters
- labor audits and classification
- resolution of employee disputes
- wage and hour compliance
- implementation of work place policies
- employee handbooks and policies
- alternative work schedules
- WARN and state mini-WARN Acts
- compliance with federal, state, and local laws and regulations

Mr. Mizrahi has significant experience defending companies of all sizes in the apparel, beauty, entertainment, transportation, and hospitality industries. He practices before state and federal agencies, including the Equal Employment Opportunity Commission, the United States Department of Labor, the Department of Fair Employment & Housing, Employment Development Department, the Division of Labor Standards Enforcement, and Occupational Safety and Health Administration (OSHA) and Cal-OSHA. Mr. Mizrahi also works closely with the firm's corporate practice group providing all employment related due diligence for corporate transactions.

Previously, Mr. Mizrahi served as a judicial law clerk to the Honorable Judge Andria K. Richey at the Los Angeles Superior Court.

### **Representative Matters**

Labor & Employment Representative Matters

- Obtained defense verdicts at numerous trials brought by employees who claimed wage and hour

violations (overtime, meal and rest periods, commissions, reimbursement, and waiting time penalties) before the Division of Labor Standards Enforcement.

- Obtained summary judgment in a disability and age discrimination matter brought by a former employee in the forklift manufacturing industry.
- Obtained summary judgment in arbitration in a sexual harassment brought by an assistant against a supervisor.
- Successfully eliminated claims either by way of demurrer or summary judgment against individual defendants in harassment, discrimination and retaliation matters.
- Negotiated and settled favorably over fifty matters involving claims of wrongful termination, failure to accommodate, failure to engage in the interactive process, and other claims based in the Fair Employment and Housing Act.

#### Corporate Representative Matters

- Represented Snak Club and New Century Snacks in its investment by Insignia Capital
- Represented Midnight Oil Agency in its sale to Imagine! Print Solutions

#### Publications

- Buchalter Client Alert COVID-19: Considerations for Employers Bringing Employees Back to Work in the Wake of the COVID-19 Pandemic, *Buchalter Client Alert*, May 11, 2020
- Buchalter Client Alert COVID-19: Large Employers in the City of Los Angeles Must Provide Supplemental Paid Sick Leave, April 16, 2020
- Employment Legislative Actions in the Works Following the COVID-19 Outbreak, *Buchalter Client Alert*, March 19, 2020
- Ongoing Developments: CORONAVIRUS UPDATE, *Buchalter Client Alert*, March 5, 2020
- Increase in Minimum Wages and New Paid Sick Leave Obligations that Certain California Employers Must Comply With as Early as July 1, 2016, *Buchalter Nemer Client Alert*, June 27, 2016
- A Good Deed Never Goes Unpunished When Applying California's Wage Order Rules on Scheduling Rest Breaks, *Buchalter Nemer Client Alert*, May 3, 2016
- Department of Labor Audits of Apparel Companies Beginning Early April 2016, *Buchalter Nemer Client Alert*, February 2016
- Model Behavior? Brands Beware - U.S. Legal Changes Impact Use of Brand Ambassadors, *Brandchannel.com*, March 11, 2014
- Companies Beware When Using Models and Spokespeople in Advertisement Campaigns, *Buchalter Nemer Points & Authorities*, Summer 2013
- California Trucking and Shipping Companies Must Evaluate Owner-Operator Relationships in Light of Los Angeles Superior Court Ruling, *Buchalter Nemer Client Alert*, August 2013
- Amended Pregnancy Regulations Expand Protections for Employees Disabled by Pregnancy or Perceived as Pregnant, *Buchalter Nemer Client Alert*, February 2013
- Amended Disability Regulations: The California Fair Employment and Housing Commission Clarifies "Interactive Process" for Disabled Employees, *Buchalter Nemer Client Alert*, February 2013
- How the Affordable Care Act Impacts Employers, *Buchalter Nemer Client Alert*, July 6, 2012
- Increase in Department of Labor Employment Investigations Prompts Review of Classifications, *Buchalter Nemer Client Alert*, June 2012

#### Presentations

- Co speaker, "Employment Law Updates for California Mortgage Bankers," California Mortgage Bankers Association, May 1, 2012

**Education**

Mr. Mizrahi earned his J.D. at Loyola Law School where he participated in the *Loyola of Los Angeles Entertainment Law Review*. He earned his B.A. in Sociology *cum laude* at the University of California, San Diego.

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**Bar Admissions**

- California