LEECH | TISHMAN

Philip A. Toomey

Partner

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Los Angeles, CA 90024

Philip A. Toomey serves as the trusted outside general counsel for international, privately held, and small to mid-market companies in the aerospace, transportation, manufacturing, food production, office, and retail services industries, among others. Phil serves as Chair of the Labor & Employment Practice Group.

Phil works with companies navigating complex labor issues, including rules and regulations for public and private labor unions. He also handles local, state, and federal employment issues, including wage and hour, paid leave, Occupational Safety and Health Administration (OSHA) violations, fair pay acts, maternity leave, discrimination based on a protected class, and internal investigations.

As a seasoned labor and employment attorney, Phil has extensive experience with more nuanced issues, including misclassification of employees as independent contractors and navigating reduction in force matters to avoid costly litigation.

Phil has more than 37 years of successful business and courtroom experience in helping business owners and organizations sustain and build their enterprises. Clients rely on his rare combination of business and legal experience to meet their needs. Phil regularly advises clients on issues involving commercial & civil litigation, employment law, insurance and risk management, ethics and business compliance, real estate, intellectual property, internal/external investigations, strategic transactions, corporate structure issues, and other business law matters. Phil has been a Martindale-Hubbell® AV-Rated Attorney for almost three decades.

Capabilities

Labor & Employment (Chair)
Litigation
Discrimination, Sexual Harassment, and Employment Litigation (Co-Leader)
Public Sector Employment (Leader)
Restrictive Covenants/Non-Competes (Co-Leader)
Traditional Labor Law (Leader)
Workplace Safety/OSHA (Leader)

Admissions

California
U.S. Court of Appeals, District of Columbia
U.S. Court of Appeals for the Third Circuit
U.S. Court of Appeals for the Ninth Circuit
U.S. District Court, District of Central California
U.S. District Court, District of Northern California
U.S. District Court, District of Eastern California
U.S. District Court, District of Southern California
U.S. District Court, Eastern District of Texas
U.S. District Court, District of Colorado
U.S. District Court, District of Columbia
U.S. District Court, Northern District of Illinois
U.S. District Court, Western District of Pennsylvania

Academics

J.D., *cum laude*, Loyola Law School
Los Angeles Superior Court Mediator Training, Straus Institute for Dispute Resolution, Pepperdine University
B.A. in Sociology, *cum laude*, Loyola Marymount University

Licenses & Certifications

Certificate, Advanced Studies- State and Local Taxation, University of California, Davis
Certificate, Advanced Studies- Corporate Taxation, University of Southern California Gould School of Law
Certificate, Advanced Studies- Criminal Law, University of Southern California Gould School of Law

Experience

Carico Johnson Toomey LLP
City of Redondo Beach (Designated Outside Employment Attorney)
Artiano, Guzman & Toomey LLP

Professional Memberships

Alpha Sigma Nu Merit Society
American Bar Association (Member, Section on Labor and Employment)
American Inns of Court (Master)
California Lawyers Association (Executive Committee Member, Public Law Section)

National Public Employer Labor Relations Association (Faculty Member)
Professionals in Human Resources Association
Society for Human Resource Management
State Bar of California (Member, Employment Law Section)
St. Thomas Moore Merit Society

Professional Accolades

Martindale-Hubbell

Martindale-Hubbell AV® Preeminent Rating

Best Lawyers

Best Lawyer, *Best Lawyers Magazine*

Super Lawyers

Super Lawyer: Labor and Employment Law, *Southern California Super Lawyers Magazine* (2005-2023, 2026)

Additional Accolades

Nation's Top One Percent, National Association of Distinguished Counsel
America's Most Honored Lawyers, The American Registry (2024)
Best of L.A. Legal List – Employment & Labor, Los Angeles Magazine (2026)

Publications

Accounting Today
Nation's Restaurant News
PEO Insider
Progressive Grocer
The Deal Magazine

Speeches & Presentations

Los Angeles Trade Tech College
National Public Employer Labor Relations Association
Public Employer Labor Relations Association of California

Community Involvement

City of Redondo Beach (Designated Outside Employment Attorney; Fmr Commissioner; Frmr Chair of Planning, Harbor, Budget and Finance, Tax and Budget Commissions; Former Member, Charter Review Committee)
Center for Women in the Law (Former Faculty Member)
Child Hope International
Invisible Children
Liberty in Korea
Livestrong Foundation
One Voice Against Cancer
White House Conference on Small Business (California Delegate)