

Robert A. Orozco



PARTNER
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Robert A. Orozco is a Partner with Leech Tishman and a member of the firm's Employment & Labor Practice Group, where he focuses on Workplace Safety/OSHA. Robert is based in Leech Tishman's Los Angeles office and regularly represents employers in workplace law matters, including preventative advice and counseling.

Robert regularly represents employers in employment/labor matters involving wage/hour class actions, including appeals; complex civil matters, including whistleblower claims involving government contracts; internal investigations; disciplinary hearings; trials and arbitrations, including but not limited to: Title VII, FEHA, sexual harassment, discrimination, wrongful termination, retaliation, ADA, FMLA, CFRA, B&P 17200, HIPAA, wage/hour, and other matters.

Robert routinely counsels employers on matters including audit services, analysis of proposed legislation and potential impact on operations, and providing daily human resources support. He has developed & implemented risk management policies and practices for employers, assisting them in reducing liability and premiums.

Robert also defends employers before various government agencies including but not limited to the California Labor Commissioner's Office, the Employment Development Department (EDD), the Equal Employment Opportunity Commission (EEOC), OSHA, the Department of Labor (DOL), the Department of Fair Employment & Housing (DFEH), and various personnel boards.

Academics

J.D., Brigham Young University J. Reuben Clark Law School
B.A. in English, University of California, Los Angeles

Admissions

California
U.S. District Court, Northern District of California
U.S. District Court, Central District of California
U.S. District Court, Southern District of California

Experience

Jackson Lewis P.C.
Ford & Harrison, LLP
Meyers Nave Riback Silver & Wilson
Atkinson, Andelson, Loya, Ruud & Romo
Morris Polich & Purdy, LLP
Stutz, Gallagher, Artiano, Shinoff & Holtz
Empyrean Consulting Group
Foamex International f/k/a Great Western Foam

Professional Memberships

American Inns of Court, William P. Gray Legion Lex Inn
Association of California Water Agencies
California Minority Counsel Program
Hispanic National Bar Association

Publications

"DOL Says Final Rule Will Be Published in July 2016 and Be Effective Within 60 Days," February 26, 2016
"Biometric Technology in the Workplace," April 29, 2015
"Workplace Biometric Technology Outpacing the Law," March 15, 2015
"Judge Won't Grant Goodwill Managers Class Cert. in OT Suit," *Law360*. November 7, 2014.
"New California Paid Sick Leave Law May Cause Headaches for Employers," October 21, 2014
"Employer Liability for Employee Cell Phone Usage," *Orange County Employers Advisory Council*. Summer 2005
"Multiple Chemical Sensitivity: Is the Tail Wagging the Dog?" *Mealey's Emerging Toxic Torts*. April 15, 2005 (Co-author)

with Miriam L. Schimmel)

"EPA'S Arsenic Standard for Drinking Water," *California Water Law and Policy Report* (Co-author with Thierry R. Montoya)

"Endocrine Disrupters: A Water Quality Concern to Monitor," *Environmental Liability, Enforcement & Penalties Reporter*. (Co- author with Thierry R. Montoya)

Speeches & Presentations

"The Expansion of OSHA Investigatory Powers into the Employment Field: Whistleblower, Retaliation, Discrimination and Wrongful Termination Claims Under Labor Code §§98.6 and 98.7." California Employers Advisory Council, May 2014.

"Responding to Administrative Investigations and Complaints: OSHA, Department of labor, Equal Employment Opportunity Commission, and Local Government Agencies." Employers Advisory Council, March 2014.

"Document, Discipline, and Discharge: Effective Managerial and Risk Management Techniques for Supervisors." Employers Advisory Council of Orange County, February 2013.

"Wage & Hour Compliance in a Post Brinker California." Inland Valleys Employers Advisory Council, May 2012.

"Electronic Discovery and Social Media in Employment Litigation," Bridgeport Conferences, September 2010.

"R U Sure My Employer Can Fire Me For Tweeting – Social Media and the Workplace," League of California Cities Annual Conference, September 2010

"The Instant Impact of Robinson-Smith v. Government Employees Insurance Co.," ExecSense Webinars, January 2010

"Record Management and Retention Policy," Employers Advisory Council of Orange County, January 2010

"How to Conduct an Internal Investigation," Employers Advisory Council of Orange County, August 2009

"The Do's and Don'ts of Layoffs," Employers Advisory Council of Orange County, March 2009

"Extreme Handbook Makeover," Orange County One-Stop in affiliation with Orange Coast Community College, Winter 2008

"Using the Fitness for Duty Examination to Improve the Health of Your Organization," California College and University Police Chiefs Association, October 2008

"Don't Let Veterans Fight the Employment War at Home: An Employer's Obligations Under USERRA," Professional in Human Resources (PIHRA) Conference, 2008

"Religious Discrimination and Accommodation in the Workplace," PIHRA, 2008 "Mid-Year Legal Update," California State University, Long Beach, June 2008

"2008 Legal Trends and Update," Orange County One-Stop: Small Business Check-Up, June 2007

"Bending Over Backwards – Advanced Family Leave Compliance Seminar," Atkinson, Andelson, Loya, Ruud & Romo, March 2006

"Hiring & Firing Without Fear," Inland Valleys Employers Advisory Council, Summer 2005

"Privacy in the Workplace," Inland Valleys Employers Advisory Council, Spring 2005.

Languages

Spanish

Community Involvement

Employers Advisory Council of Orange County (Former Board Member)

U.C.L.A. Alumni Association of Orange County (Former Board Member)