

Alex Polishuk

PRINCIPAL

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Alex Polishuk focuses his practice on navigating employers through the intricacies of California's employment laws. An experienced litigator, Alex has successfully represented clients before state and federal courts, administrative agencies and arbitrators, for wage and hour, wrongful termination, harassment, discrimination, retaliation, whistleblower, equal pay, breach of contract, antitrust, trade secret and disability accommodation claims. Alex has extensive experience in representing employers in complex wage and hour claims, including class actions, collective and representative claims. Alex has represented Fortune 500 conglomerates, hospitals, hotels, public municipalities and local businesses.

Alex strongly believes that an ounce of prevention is worth a pound of cure. Therefore, he works closely with clients to ensure compliance with all applicable employment laws to preemptively minimize any risk of litigation. Alex regularly prepares workplace policies, annually revises employee handbooks to reflect legal developments and trains managerial personnel to ensure their understanding of their duties and obligations as company representatives. Alex is always available to assist with the problematic employee, whether by providing training and counseling, preparing a performance improvement plan, or assisting with a difficult termination.

Alex also advises employers on requirements and best-practices for the collection, retention, and protection of data and personal information obtained from applicants or employees. Frequently, albeit unfortunately, Alex also assists clients who are victims of electronic theft of trade secrets, customer lists, and/or personal information. Alex is well versed in the recently enacted California Consumer Privacy Act, the California Information Practices Act, California's Computer Data Access and Fraud Act, the Investigative Consumer Reporting Agencies Act, the Fair Credit Reporting Act, and related state and federal regulations and statutes.

As a seasoned L&E counsel, Alex frequently advises on and when necessary litigates the application of California and federal employment laws for California employers, including:

- California's Fair Employment and Housing Act ("FEHA")/ Title VII of the Civil Rights Act/Americans with Disabilities Act ("ADA")
- California Labor Code/Industrial Welfare Commission Wage Orders/Fair Labor Standards Act

Capabilities

- Labor & Employment
- Employment Litigation, Arbitration & Dispute Resolution
- Restrictive Covenants & Trade Secrets Litigation
- Employment Class & Collective Actions
- California Employment Law

- California's Private Attorneys General Act ("PAGA")
- California and Federal Equal Pay Act
- Family Medical Leave Act/California Family Rights Act
- Employer Shared Responsibility Provisions under the Patient Protection and Affordable Care Act
- California's Pregnancy Disability Leave

Education

- Loyola Law School, Los Angeles (J.D.)
- University of California, Los Angeles (B.A.)
 - cum laude, Deans Honors List

Bar Admissions

- California, 2009

Court Admissions

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

Memberships

- Los Angeles County Bar Association
- California Bar Association
- California Lawyers Association
- Association of Southern California Defense Counsel
- Los Angeles Music Center Theatre Group
- Geffen Playhouse Corporate Education Circle
- UCLA Alumni Association

Recognition

- Alex is fluent in Russian

Matters

- First-chaired and prevailed in four-day arbitration defending the Los Angeles County Sheriff's Department against allegations of wrongful termination of a former employee.
- Prevailed on a motion for summary judgment for all counts on behalf of a Fortune 200 publicly-traded corporation for allegations of gender discrimination and violation of California's and federal respective Equal Pay acts.
- Prevailed on a motion to dismiss lawsuit with prejudice at initial stage of litigation on behalf of a software company for allegations of retaliation.
- Successfully prevailed on behalf of the City of Vernon for allegations of breach of

contract and pension and retirement obligations under the California Public Employees' Retirement System.