

Armida Derzakarian

ASSOCIATE
she / her / hers

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Armida Derzakarian is an experienced employment litigator who represents employers in single-plaintiff matters and high-stakes wage and hour class and representative actions, including Private Attorneys General Act (PAGA) claims. She works with businesses across a range of industries, including healthcare, manufacturing, technology, retail and entertainment.

Armida defends employers in workplace disputes involving discrimination, harassment, retaliation and wrongful termination, as well as leave of absence and accommodation issues, wage and hour compliance and trade secret misappropriation. She has successfully represented clients ranging from startups to multi-state employers through all stages of litigation, from initial case assessment and strategy through summary judgment and resolution.

In addition to her litigation practice, Armida advises employers on day-to-day employment matters, including employee leave, performance management and discipline, workplace policies and handbooks, workplace violence prevention and wage and hour compliance. Drawing on her prior in-house experience, she brings a practical, business-focused perspective to her work and partners closely with clients to develop proactive strategies aligned with their operational needs.

Education

- Loyola Law School, Los Angeles (J.D., *cum laude*, *Order of the Coif*, 2018)
 - Production Editor, Loyola of Los Angeles Law Review
- University of California-Los Angeles (B.A., *Dean's Honors List*, 2015)

Bar Admissions

- California

Court Admissions

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

Capabilities

- Labor & Employment
- Employment Litigation, Arbitration & Dispute Resolution
- Employment Class & Collective Actions
- California Employment Law

- U.S. District Court, Northern District of California
- U.S. District Court, Eastern District of California
- U.S. Court of Appeals, Ninth Circuit

Recognition

- Participant, Polsinelli Trial Academy facilitated by NITA, 2026
- Named one of *Best Lawyers: Ones to Watch® in America* in:
 - Labor and Employment Law - Management, 2026
 - Litigation - Labor and Employment, 2024-2026
- Fluent in Armenian

Matters

Employment Litigation

- Secured summary judgment for healthcare company in disability discrimination lawsuit involving failure to accommodate claims.
- Obtained summary judgment on behalf of an entertainment-focused real estate development firm in a single-plaintiff disability discrimination and retaliation case.
- Successfully filed demurrer without leave and obtained dismissal on behalf of an individual defendant in a harassment lawsuit.

Employment Class and Collective Actions

- Secured a favorable ruling before the Ninth Circuit Court of Appeals, which reversed the district court's decision and found the company had successfully proved CAFA's \$5 million threshold for damages, which allowed the class action to stay in federal court.
- Crafted litigation strategy to successfully demurrer on the scope of aggrieved employees in a PAGA representative action which positioned defendant to negotiate a settlement based on a narrowed scope.
- Obtained dismissal of time-barred claims for statutory penalties and claims for injunctive relief after removing the case to federal court in wage and hour class action.