

# E. George Joseph

Partner | Orange County

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George Joseph's practice emphasizes employment and public agency law. George has extensive experience representing employers in litigation and counseling employers on a wide range of personnel issues. His experience includes discipline and termination procedures, layoffs, harassment and discrimination, severance agreements, wage and hour issues, flexible scheduling arrangements, vacation, sick leave and other benefits, leaves of absence, and employee disabilities.

George also serves as general counsel to public transportation agencies. He advises them on such issues as Brown Act, Public Records Act and political law compliance, public contracting, construction claims and disputes, employment, toll administration and development impact fee programs.

George has regularly appeared at the trial and appellate levels in state and federal courts and before arbitrators and administrative agencies. He is a successful mediator of disputes, having served as a volunteer settlement officer and court-appointed mediator in a wide variety of matters.

George is AV Preeminent<sup>®</sup> Peer Review Rated by Martindale-Hubbell.

## EXPERIENCE

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- Represented the owner of an automobile dealership in successful defense of action by employee for alleged breach of employment contract, and in prosecution of cross-claims for employee theft. Favorable trial judgment obtained.
- Successfully defended a health maintenance organization in an action for alleged wrongful termination of employment, and discrimination. Summary judgment granted.
- Represented a healthcare company in successful defense of an action for alleged breach of employment agreement and business torts. Summary judgment granted.
- Obtained summary judgment for a government contractor in successful defense of an action for alleged disability discrimination.
- Successfully defended a claim for alleged pregnancy discrimination against a medical research firm. Plaintiff dismissed claim without payment.
- Represented a medical partnership in defense of an action for alleged sexual harassment. Negotiated favorable settlement after summary adjudication.
- Successfully defended a health care company in class action for alleged wage and hour violations. Class was not certified and case settled for a nominal sum.

## INSIGHTS

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### SPEAKING ENGAGEMENTS

- Speaker, "Sexual Harassment Prevention Training for Local Agency Officials (AB1661)," State Association of County Retirement Systems 2019 Spring Conference, Lake Tahoe, CA, 05.07.2019
- Speaker, "A Focus on Key Employment Law Issues in 2018," California Ambulatory Surgery Association 2018 Annual Conference & Exhibits, Huntington Beach, CA, 09.05.2018
- Speaker, "Navigating the Continuing Maze of Leave and Disability Protection Laws," Nossaman's Annual Employment Law Seminar, Los Angeles, Orange County, San Francisco & Sacramento, CA, Winter 2018
- Speaker, "Stay Ahead: 2017 Emerging Employment Issues," Nossaman Employment Seminar, San Francisco, Sacramento, Los Angeles & Orange County, CA, 02.2017
- Panelist, "Revealing Insights into How to Master Key FMLA/CFRA," 11th Annual California Employment Law Update, Costa Mesa, CA, 10.21.2016
- Speaker, "Stay Ahead: 2016 Emerging Employment Issues," Nossaman Employment Seminar, 02.2016
- Speaker, "Stay Ahead: 2015 Emerging Employment Issues," Nossaman Employment Seminar, 02.2015
- Speaker, "American Academy of Ophthalmic Executives," American Academy of Ophthalmology, 01.23.2015
- Speaker, "Making the Record: How to Effectively Document Employee Performance," California Special Districts Association's 2013 General Manager Leadership Summit, Newport Beach, CA, 07.15.2013
- Speaker, "Stay Ahead: 2013 Emerging Employment Issues," Nossaman Employment Seminar, 02.2013
- Speaker, "Stay Ahead: 2012 Emerging Employment Issues," Nossaman Employment Seminar, 02.2012
- Speaker, "Stay Ahead: 2011 Emerging Employment Issues," Nossaman Employment Seminar, 02.2011
- Speaker, "Plan it. Protect it. Prevent it. Tips to Avoid Getting Ensnared in the Web of Increased Enforcement," Business & Legal Resources' 2010 National Employment Law Update, Las Vegas, NV, 10.29.2010
- Speaker, "Stay Ahead: 2010 Emerging Employment Issues," Nossaman Employment Seminar, 02.2010
- Speaker, "Managing Medical Leaves of Absence - The Difficult Issues," California Ambulatory Surgery Association's Annual Conference, Irvine, CA, 10.01.2009
- Speaker, "The New FMLA Regulations, What About California?," Professionals in Human Resources Association's Mid Year Legal Seminar, Fullerton, CA and Woodland Hills, CA, 06.03.2009

### HONORS & RECOGNITIONS

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- Rated AV Preeminent® Peer Review Rated by Martindale-Hubbell  
Selected to the Southern California Super Lawyers list, 2014-2019

### COMMUNITY & PROFESSIONAL

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- American Bar Association, Committee on Construction Litigation  
Orange County Bar Association, Construction and Employment Law Sections

### PRACTICES

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- Employment

## INDUSTRIES

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Government & Public Sector

## EDUCATION

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University of California, Los Angeles School of Law, J.D., 1983, *Order of the Coif*, American Jurisprudence Award in Labor Law

Cornell University, A.B., 1980

## ADMISSIONS

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California