



Contact

Anthony J. Oncidi

Partner

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Anthony J. Oncidi heads the Labor & Employment Law Group in the Los Angeles office.

Tony represents employers and management in all aspects of labor relations and employment law, including litigation and preventive counseling, wage and hour matters, including class actions, wrongful termination, employee discipline, Title VII and the California Fair Employment and Housing Act, executive employment contract disputes, sexual harassment training and investigations, workplace violence, drug testing and privacy issues, Sarbanes-Oxley claims and employee raiding and trade secret protection. A substantial portion of Tony's practice involves the defense of employers in large class actions, employment discrimination, harassment and wrongful termination litigation in state and federal court as well as arbitration proceedings, including FINRA matters.

Tony is recognized as a leading lawyer by such highly respected publications and organizations as the *Los Angeles Daily Journal*, *The Hollywood Reporter*, and *Chambers USA*, which gives him the highest possible rating ("Band 1") for Labor & Employment. According to *Chambers USA*, clients say Tony is "brilliant at what he does... He is even keeled, has a high emotional IQ, is a great legal writer and orator,

and never gives up." Other clients report: "Tony has an outstanding reputation" and he is "smart, cost effective and appropriately aggressive." Tony is hailed as "outstanding," particularly for his "ability to merge top-shelf lawyerly advice with pragmatic business acumen." He is highly respected in the industry, with other commentators lauding him as a "phenomenal strategist" and "one of the top employment litigators in the country."

"Tony is the author of the treatise titled *Employment Discrimination Depositions* (Juris Pub'g 2017; www.jurispub.com), co-author of *Proskauer on Privacy* (PLI 2017), and, since 1990, has been a regular columnist for the official publication of the Labor and Employment Law Section of the State Bar of California and the *Los Angeles Daily Journal*.

Tony has been a featured guest on Fox 11 News and CBS News in Los Angeles. He has been interviewed and quoted by leading national media outlets such as *The National Law Journal*, *Bloomberg News*, *The New York Times*, and *Newsweek* and *Time* magazines. Tony is a frequent speaker on employment law topics for large and small groups of employers and their counsel, including the Society for Human Resource Management ("SHRM"), PIHRA, the National CLE Conference, National Business Institute, the Employment Round Table of Southern California (Board Member), the Council on Education in Management, the Institute for Corporate Counsel, the State Bar of California, the California Continuing Education of the Bar Program and the Los Angeles and Beverly Hills Bar Associations. He has testified as an expert witness regarding wage and hour issues as well as the California Fair Employment and Housing Act and has served as a faculty member of the National Employment Law Institute. He has served as an arbitrator in an employment discrimination matter.

Tony is an appointed Hearing Examiner for the Los Angeles Police Commission Board of Rights and has served as an Adjunct Professor of Law and a guest lecturer at USC Law School and a guest lecturer at UCLA Law School.

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Matters

Tony has represented employers in many important trial court and appellate cases, including:

- *Angela Yarbrough v. Paramount Pictures Corp.*, Los Angeles Superior Court (summary judgment granted on behalf of Paramount Pictures Corporation, resulting in the dismissal of claims for discrimination, constructive discharge and wrongful termination on the basis of race, in their entirety)
- *Mintz v. Mark Bartelstein & Assocs., Inc.*, 906 F. Supp. 2d 1017 (C.D. Cal.) (summary judgment granted as to client's affirmative claims for invasion of privacy and violation of Cal. Penal Code § 502 as well as to counterclaims for violation of the Uniform Trade Secrets Act, breach of contract, conversion, defamation and related tort claims)
- *Ruben v. Creative Artists Agency LLC*, Los Angeles Superior Court (age discrimination class action dismissed in exchange for our client's relatively small donation to a non-profit organization – while 22 related class actions against other entertainment industry entities (non-clients) settled for more than \$74 million)
- *Thommeny v. Paramount Pictures Corp.*, 2011 WL 2899340 (C.D. Cal.) (summary judgment granted in case alleging breach of contract, discrimination and fraud)
- *Elgin Baylor v. National Basketball Ass'n, Los Angeles Clippers, et al.*, Los Angeles Superior Court (dismissal at trial obtained in favor of NBA)
- *Alch v. Superior Court*, 165 Cal. App. 4th 1412 (age discrimination class action)
- *Wynn v. NBC, Inc.*, 234 F. Supp. 2d 1067 (C.D. Cal.) (age discrimination class action)
- *Aw v. San Gabriel Valley Med. Group*, 2001 WL 1515662 (Cal. Ct. App.)
- *Merrill Lynch v. Chung*, 17 I.E.R. Cases (BNA) 912 (C.D. Cal.)
- *Merrill Lynch v. Garcia*, 127 F. Supp. 2d 1305 (C.D. Cal.)
- *O'Neill v. MCI WorldCom, Inc.*, 16 I.E.R. Cases (BNA) 800 (C.D. Cal.)

- *Pearce v. Downey Savings and Loan Ass'n*, 7 A.D. Cases (BNA) 992 (S.D. Cal.)
- *Jenkins v. MCI Telecommunications Corp.*, 973 F. Supp. 1133 (C.D. Cal.)
- *Friend v. Sanwa Bank of Cal.*, 35 F.3d 466 (9th Cir.)
- *Ohrbach's, Inc. v. California Ins. Guarantee Ass'n*, 204 Cal. App. 3d 1089

Practices

California Employment Law, Trial Strategies , Class Actions, Employment Litigation & Arbitration, Hiring & Terminations, Discrimination, Harassment & Title VII, Latin America, Privacy & Cybersecurity, Employment Counseling & Training, Non-Compete & Trade Secrets, Whistleblowing & Retaliation, White Collar Defense & Investigations

Industries

Financial Institutions, Technology, Media & Telecommunications, Entertainment

Market Solutions

Corporate Governance

Education

University of Chicago Law School, J.D., 1984

Pomona College, B.A., 1981

cum laude

Phi Beta Kappa

Admissions & Qualifications

California

Court Admissions

U.S. Court of Appeals, Ninth Circuit

U.S. District Court, California, Central District

U.S. District Court, California, Northern District
U.S. District Court, California, Southern District
U.S. District Court, California, Eastern District
U.S. District Court, Texas, Western District

Memberships

American Bar Association
State Bar of California (Executive Committee of Labor and Employment Law Section)
Los Angeles County Bar Association (Executive Committee of Labor and Employment Law Section)
Institute for Corporate Counsel Advisory Board (Co-Sponsored by the Los Angeles County Bar Association)

Awards & Recognition

Lawdragon "3000 Leading Lawyers in America"
"Power Lawyers," Hollywood Reporter
Lawdragon & Human Resource Executive Top 100 Nation's Most Powerful Employment Attorneys 2013-2018
California, Daily Journal Top Labor & Employment Lawyer
Daily Journal Top 100 California's Leading Attorneys
The Daily Journal Top 10 Employment Defense Lawyers in California/Top 5 in Los Angeles
PLC London "Top 5" Employment Lawyers in Los Angeles, "Highly Recommended"
Chambers Global: USA, Labor & Employment 2015-2018
Chambers USA: California: Labor & Employment 2005-2013, (Band 1) 2014-2018
The Legal 500 United States: Litigation: Trade Secrets 2011, 2014, 2016-2018
The Legal 500 United States: Labor & Employment: Disputes Defense: Collective Actions
The Legal 500 United States: Labor & Employment: Executive Compensation
The Legal 500 United States: Labor & Employment: Workplace & Employment Counseling
Best Lawyers in America 2005-2019
JD Supra Readers' Choice: Employer Liability Issues 2018

Daily Journal Leading California Labor & Employment Lawyer 2016-2017

Top 100 Southern California Super Lawyers 2014

Southern California Super Lawyers 2004-2018

Fellow, College of Labor and Employment Lawyers

Martindale Hubbell: AV-Rated

PLC Which Lawyer?: Labour and Employee Benefits

Benchmark Litigation, Litigation Stars 2019

Benchmark Labor & Employment Stars 2019