

Roxanne M. Wilson

COUNSEL

Roxanne is an experienced litigator, successfully representing clients on various employment matters.



Industries

Venture Capital & Emerging Businesses

Practices

Complex Litigation

Labor & Employment

Trade Secrets, Non-Competes & Employee Mobility

Education

Loyola Law School JD

Claremont Graduate University MA

Scripps College BA

Offices

Los Angeles

Phone

213.443.7515

Email

roxanne.wilson@arentfox.com

Roxanne focuses her practice on employment matters, including the defense of employment class actions, providing advice and counsel, and conducting workplace investigations and auditing. She also has related litigation experience in pharmaceutical and products liability litigation and class action suits involving violations of federal and state consumer credit reporting statutes, Unfair Competition Law, and the Telephone Consumer Protection Act (TCPA). Roxanne is also a member of the firm's Venture Capital & Emerging Businesses Industry Group.

Client Work

Employment Litigation

Roxanne defends employers in complex class action suits, including those claiming violations of California and federal wage and hour laws, and misclassification of independent contractors and exempt employees. She has achieved favorable resolution of large class actions seeking pay for training, missed meal and rest break periods, overtime, commissions, and off-the-clock work. She has successfully represented corporate clients in employment litigation involving claims of wrongful termination, sexual harassment, sexual orientation discrimination, race discrimination, age discrimination, pregnancy discrimination, discrimination on the basis of mental and physical disability, violation of wage and hour statutes, violation of family and other employee leave statutes, related intentional tort actions, violation of Sarbanes-Oxley and California whistleblower statutes, and violation of the California Confidentiality and Medical Information Act and breach of privacy.

Advice and Counseling

Roxanne advises major corporations with respect to labor and employment matters, including questions regarding wage and hour issues, exempt employees, drug and alcohol policies, reductions in force, including compliance with the Worker Adjustment and Retraining Notification Act, absence and sick leave policies, compliance with the Family and Medical Leave Act, California Family Rights Act, and employment application processes, including compliance with the Fair Credit Reporting Act and Ban the Box statutes and ordinances.

Roxanne also provides employment due diligence advice on numerous corporate and finance transactional matters.

Roxanne has counseled and litigated on behalf of commercial and retail clients regarding accessibility claims by disabled individuals arising from the Americans with Disabilities Act (ADA), Unruh Civil Rights Act and/or the California Disabled Persons Act. She also counsels clients on the removal of barriers and building and design modifications necessary for compliance with accessibility requirements under the ADA, the Accessibility Guidelines from the Department of Justice and the California Building Codes.

Workplace Investigations and Auditing

Roxanne has conducted high-level, confidential workplace investigations for corporate clients with respect to discrimination, sexual harassment, fraud and theft complaints, providing factual conclusions and constructive recommendations regarding disciplinary action and policy changes. She has also conducted audits for corporate clients to ensure compliance with federal and state laws and regulations governing the workplace.

Drafting, Training and Speaking

Roxanne drafts national and state employee handbooks and individual employment policies spanning a diverse range of issues, including leaves of absence, trade secret protection, drug-testing programs, and Internet and e-mail policies, in order to ensure compliance with applicable federal and state laws. She develops and conducts training seminars for clients' human resources personnel and in-house counsel and frequently speaks on employment-related topics.

Representative Experience

Over her years of litigation, Roxanne has been involved in a number of notable engagements, including:

- *Weiss v Lemieux Group LP*, USDC CDCA, Case Number: 2:2012cv04585 (2012), secured a dismissal of a putative class action accusing the Pittsburgh Penguins of breaching contracts and violating the TCPA by sending more text messages than fans agreed to receive.
- *Gilbert v. First Advantage Corp.*, USDC, SDCA, Case Number: 3:2009cv01650, obtained summary judgment, incurring a nominal settlement paid by third party bank of class action alleging misrepresentations by credit card enrollment services company to bank credit card customers.

Representative reported cases include:

- *Aghmane v. Bank of Am., N.A.*, (USDC NDCA 2014) Granting partial summary judgment (Co-lead counsel)
- *Harris v. Vector Marketing Corp.*, (USDC NDCA 2010) FLSA collective action certification (Co-lead counsel)
- *Harris, supra*, (NDCA 2010) Conditional FLSA collective action certification (Co-lead counsel)
- *Harris, supra*, (USDC NDCA 2009) Summary judgment in wage and hour class action/collective action (Co-lead counsel)
- *Trujillo v. First American Registry*, (2007) Landmark consumer credit reporting act decision (Co-lead counsel)

Previous Work

Prior to joining Arent Fox Roxanne was Counsel at a large international law firm.

Professional Activities

Los Angeles County Bar Association

- Assistant Vice-President, July 1, 2016 – June 30, 2017
- Trustee, 2015 – 2017
- Executive Committee, 2016 –2017
- Judicial Appointments Committee, Member, July 1, 2015 – present
- Counsel for Justice Board of Directors, Director, 2016 – 2017
- President's Advisory Committee on Women in Legal Profession, Co-Chair, July 1, 2019 – present; Member, 2015 – present
- Outstanding Jurist Award Committee, 2020
- Member, 1980-Present

American Bar Association

- Member, 1980 – present

Federation of Defense & Corporate Counsel

- Drug, Device and Biotechnology Section, Vice-Chair, 2003 – 2011
- Development & Retention Committee, Vice-Chair, 2006 – 2009
- Member, 1998 – present

International Association of Defense Counsel

- Member, 1994 – present

Scripps College Board of Trustees

- Chair, 2004 – 2009
- Trustee, 1997 – June 30, 2020

Seaver Institute Board of Directors

- Director, 2005 – Present

Association of Governing Boards

- Council of Board Chairs, 2005 – 2011

Loyola Law School Civil Justice Program

- Board of Directors, 2005 – 2007

Claremont University Consortium

- Board of Overseers, 2004 – 2009

Publications, Presentations & Recognitions

Roxanne has earned an AV Preeminent rating from *Martindale-Hubbell*. She has also received the Los Angeles County Bar Association Patricia Phillips Outstanding Committee Service Award (2020); Los Angeles County Bar Association Outstanding Trustee Award (2017); and Los Angeles County Bar Litigation Section Jim Robie Award for Professionalism and Civility (2016).

Roxanne's articles and publications include:

- "What DOL Worker Classification Rule Means For Employers," *Law360* January 11, 2021
- "Reopening Your Business during the COVID-19 Pandemic: The New Normal for the US Workplace," May 19, 2020.
Co-authors: Andrew Rosenman and Ruth Zadikany
- "Coronavirus: 10 Steps US Employers Should Take to Maintain a Safe Workplace in the Face of a Public Health Emergency," March 9, 2020.
Co-authors: Andrew Rosenman and Ruth Zadikany
- "New CA Laws on Gender Disparity, Sexual Harassment in the Workplace Take Effect in New Year," December 14, 2018.
Co-authors: Ruth Zadikany and John Zaimes
- "California Supreme Court Makes It More Difficult to Classify Workers as Independent Contractors by Adopting Broad, Worker-Friendly Test," May 9, 2018.
Co-authors: Ruth Zadikany and John Zaimes
- "Ban the Box and Sex Offenses: To Hire or Not to Hire," *NAPBS*, May/June 2018.
Co-author: John Zaimes
- "New California Regulations Limit Employers' Use of Criminal Background Checks," August 29, 2017.
Co-author: John Zaimes

Her recent speaking engagements include:

- Co-Presenter, Ban the Box: Multi-jurisdictional Compliance and Enforcement Trends, 2018 NAPBS Mid-Year Legislative & Regulatory Conference, April 15 – 17, 2018.
- Presenter, Recognition and Elimination of Bias in the Legal Profession and Society: How Committed Leaders Can Achieve Greater Diversity and Inclusion, 2018 American Intellectual Property Law Association (AIPLA) Mid-Winter Institute, January 24 – 27, 2018.
- Presenter, Meal and Rest Break Training for Non-Exempt Employees, for California manufacturer, November 29 and 30, 2016.
- Moderator, Seeking Fairness: How Implicit Biases Undermine Today's Companies, October 19, 2015.
- Co-Presenter, Proper Workplace Behavior, Harassment Awareness and Prevention, 2005-2015.
- Presenter, Elimination of Bias in the Legal Profession: Trends, Issues and Strategies, January 14, 2014.

Bar Admissions

California