

Snell & Wilmer



Christy D. Joseph

Of Counsel | Orange County

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Main Bio

Christy Joseph is a practice group leader for the firm's labor and employment law group. Her employment-related litigation experience includes representation of employers in federal and superior courts, as well as before administrative agencies in matters involving wrongful termination, discrimination claims, sexual harassment, ADA and medical condition claims, wage and hour claims including class actions, tortious interference, unfair competition, breach of fiduciary duty, and trade secrets. Christy's practice further includes counseling employers not involved in litigation regarding contractual, statutory and legal rights, and employment obligation matters. Her experience involves developing and presenting training seminars for clients and business organizations.

Representative Litigation

Employment Litigation

- Defense of multi-billion dollar company with over 200 stores in repeated wage and hour litigation
- Defense of wage and hour class action claims
- Defense of sexual harassment and discrimination actions on behalf of restaurant, medical supplier, auto, and retail clients
- Defense of racial discrimination actions on behalf of medical supplier, trucking, auto, and retail clients
- Defense of pregnancy and medical leave actions on behalf of service-based and retail clients
- Defense of "whistle-blower" actions on behalf of trucking, auto, technology-based, and retail clients
- Defense of claims of violation of the Equal Pay Act on behalf of retail and technology-based clients
- Defense of ADA and medical condition claims on behalf of construction, pharmaceutical, retail, and technology-based clients

Other Business Litigation

- Defense of negligence actions by independent contractors on behalf of retail and service clients
- Prosecution of unfair competition, trade secret, breach of fiduciary duty, and interference claims on behalf of service-based clients
- Prosecution of breach of contract, negligence, and fraud actions on behalf of retail, service, and technology-based clients

Education

- University of California, College of the Law, San Francisco (J.D.)
 - Certificate of Merit for Outstanding Appellate Advocacy
- University of California, Irvine (B.A., *magna cum laude*)
 - Phi Beta Kappa

Professional Memberships & Activities

- State Bar of California
 - Labor and Employment Law Sections
- Orange County Bar Association
 - Labor and Employment Section
 - Chair (2008)
 - Chair-Elect (2007)

Representative Presentations & Publications

- "[California Revives COVID-19 Supplemental Paid Sick Leave](#)," Co-Author, Snell & Wilmer Legal Alert (February 10, 2022)
- "[President Biden Issues New Vaccine Mandate For All Employers With 100 Or More Employees](#)," Co-Author, Snell & Wilmer Legal Alert (September 13, 2021)
- "[California Supreme Court Holds That Meal and Rest Break Premiums Must Include Commissions, Bonuses and Other Non-Discretionary Pay](#)," Co-Author, Snell & Wilmer Legal Alert (July 16, 2021)
- "[California Supreme Court Holds That Meal and Rest Break Premiums Must Include Commissions, Bonuses and Other Non-Discretionary Pay](#)," Co-Author, Snell & Wilmer Labor and Employment Law Blog (July 16, 2021)
- "[To Mask or Not To Mask, That Is the Question... That Employers Are Asking](#)," Co-Author, Daily Journal (June 23, 2021)
- "[The American Rescue Plan Act: How the New Legislation Affects Employers](#)," Co-Author, Snell & Wilmer Legal Alert (March 16, 2021)
- "[Can Companies Use the Outside Sales Exemption During a Pandemic?](#)" Co-Author, Snell & Wilmer Legal Alert (December 10, 2020)
- "Election 2020: What it Means for Employers," Co-Presenter, 2020 Employment Law Tool Kit Three-Part Webinar Series: Session 3: Even More Issues for All Employers (November 16, 2020)
- "[President Trump's Four Executive Actions Extend Certain Coronavirus Relief Programs, but Create Legal Uncertainty](#)," Co-Author, Snell & Wilmer Legal Alert (August 11, 2020)
- "[A Roadmap to Reopening or Resuming Business in the Midst of a Pandemic](#)," Co-Author, Snell & Wilmer Legal Alert (April 22, 2020)
- "Coronavirus: What Employers Need to Know," Co-Presenter, Snell & Wilmer Live Webinar (March 20, 2020)
- "[The NLRB Just Made It Harder To Lasso Franchisors And Affiliated Businesses For The Alleged Sins Of Their Compatriots](#)," Author, Snell & Wilmer Labor and Employment Law Blog (February 25, 2020)
- "[The DOL Starts 2020 With a Bevy of Opinion Letters](#)," Author, Snell & Wilmer Labor and Employment Law Blog (January 11, 2020)

- "Where Are We Going Now: New Laws and Legal Trends," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 6, 2019)
- "Where Has the #MeToo Movement Taken Us?" Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 6, 2019)
- "Business & Politics in the #MeToo Era," Speaker, Lincoln Club of Orange County, Irvine (September 19, 2019)
- "[Almost Two Years of the #MeToo Era: The Unexpected Impact on Your Business](#)," Co-Author, Orange County Journal (July 29, 2019)
- "Spotting Hot Button Issues For Nonprofit Employers," (Training Program for Pro Bono Nonprofit Organizations Legal Assessment Clinic), Co-Presenter, ACC-SoCal, Public Law Center, Snell & Wilmer Orange County Offices, Costa Mesa, CA (April 4, 2019)
- "[Transportation Workers Get a Green Light to Ignore Arbitration Agreements for Wage Claims](#)," Author, Snell & Wilmer Labor and Employment Law Blog (April 1, 2019)
- "Recent Trends in Wage and Hour Class Actions," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2018)
- "Avoiding Pay Equity Claims," Co-Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2018)
- "[California Viewpoint: Potential Loophole To New Unpaid Benefits Law](#)," Co-Author, ENR California (May 22, 2018)
- "[California Construction Industry, Are They The Next Ripe Target For Private Attorney General Act Claims? Hint-The Answer Is Yes.](#)" Author, Snell & Wilmer Labor and Employment Law Blog (May 15, 2018)
- "[Subcontractor Wages: Closing the Loopholes](#)," Co-Author, Snell & Wilmer Legal Alert (May 14, 2018)
- "Spotting Hot Button Issues For Nonprofit Employers" (Training Program for Pro Bono Nonprofit Organizations Legal Assessment Clinic), Presenter, ACC-SoCal, Public Law Center, UCI Law, Irvine, Ca (May 10, 2018)
- "[To Disclose or Not to Disclose, That Will Be the Question](#)," Co-Author, Snell & Wilmer Legal Alert (January 5, 2018)
- "[California Appellate Court Rules that - Like Piece Rate Workers - Employees Paid Commissions Are Entitled to Separate Rest Break Pay](#)," Co-Author, Snell & Wilmer Legal Alert (March 6, 2017)
- "Class Action Waivers in Arbitration Agreements are Under Renewed Attacks," Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 16, 2016)
- "What Do Releases in Severance and Separation Agreements Release?" Presenter, Employment Law Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 16, 2016)
- "[First Paid Sick Leave and Now You're Telling Me Some Employees May No Longer Be Exempt from Overtime](#)," Co-Author, Orange County Business Journal (June 27, 2016)
- "What New Laws Do You Need to Worry About?" Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 12, 2015)
- "[California's Fair Pay Act - New Law or Rebranding Existing Law?](#)" Author, Snell & Wilmer Legal Alert (October 8, 2015)
- "Avoiding Employment Law Hazards: Keys to Running a Tight Ship for In-House Counsel," Co-Presenter, Association of Corporate Counsel (Southern California Chapter), Long Beach, CA (June 3,

2015)

- "[The Clock is Ticking for California Employers to Comply with New Paid Sick Leave Requirements that Take Effect July 1, 2015](#)," Co-Author, Snell & Wilmer Legal Alert (May 14, 2015)
- "Bills, Bills, Bills - New Employment Laws Affecting You in 2015," Co-Presenter, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 13, 2014)
- "Clinic in a BoxSM Program" (Training Program for Non-profit Entity Intake – Employment), Presenter, ACC-SoCal, Public Law Center, Corporate Pro Bono (February 5, 2014)
- "Workplace Violence Restraining Orders," Speaker, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 7, 2013)
- "[Bring Your Own Device' Brings Challenges](#)," Co-Author, Daily Journal (July 17, 2013)
- "Getting a Handle on the Alphabet Soup of Employee Leaves Under California Law," Presenter, Multistate Employers in California Summit: Employment Law Essentials for HR Webinar, Business & Legal Resources (July 9, 2013)
- "California Leads the Way In Accommodating Transgender Employees," Quoted, SHRM (June 21, 2013)
- "California Employment Law Update: Dos and Don'ts for Multistate Employers," Presenter, HR Hero Webinar Series, Business & Legal Resources (April 16, 2013)
- "What Wage Practices Put a Target on Your Back For Possible Litigation?," Speaker, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (November 8, 2012)
- "[Goodwill Hunting: Enforcing Non-Competes in California M&A Transactions](#)," Co-Author, Orange County Business Journal (September 24, 2012)
- "[The NLRB Takes The Position That Class Action Waivers in Arbitration Agreements—Even For Non-Union Employers—Is an Unfair Labor Practice](#)," Co-Author, Orange County Business Journal (March 19, 2012)
- "Hot Topics & Quirks in California Employment Law," Speaker, Employment Tool Kit Seminar, Snell & Wilmer, Costa Mesa, CA (October 2011)
- "[Failure to pay wages? Now there's an app for that](#)," Co-Author, Daily Journal (September 15, 2011)
- "[EEOC Issues New Disability Regulations](#)," Author, Entrepreneurs' Organization (April 27, 2011)
- "Wage and Hour Litigation: Wage-Hour Class Actions," Speaker, Employment Toolkit Seminar, Snell & Wilmer, Costa Mesa, CA (October 2010)
- "Where Are My Employees Going With My Trade Secrets: Key Considerations for All Corporate Counsel," Speaker, All Aboard! Corporate Counsel CLE, Newport Beach, CA (October 2010)
- "2008 and 2009 Labor & Employment Law Updates," Speaker, CEB Employment Law Practice: 18th Annual Recent Developments Seminar, Los Angeles, CA

Professional Recognition & Awards

- The Best Lawyers in America®, Employment Law - Management, Labor Law - Management (2009-2024); Labor and Employment Law (2009-2013)
- The Best Lawyers in America®, Business Edition, Labor & Employment Law (2012)
- Wiley W. Manuel Award for Pro Bono Legal Services, State Bar of California
- Award for Outstanding Contribution to the Delivery of Pro Bono Legal Services, Orange County Bar Association

Bar Admissions

- California

Court Admissions

- Supreme Court of California
- United States District Court, All Districts of California