



John E. McOsker

Partner

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PRACTICES

Employment Law and Litigation

EDUCATION

J.D., Santa Clara University,
1993

B.A., University of Notre Dame,
1989

ADMISSION

State Bar of California

Supreme Court of California

United States Court of Appeals
for the Ninth Circuit

United States District Court for
the Central District of California

United States District Court for
the Eastern District of California

United States District Court for
the Northern District of
California

United States District Court for
the Southern District of
California

AFFILIATIONS

American Bar Association

American Healthcare Lawyers
Association

Defense Research Institute

Pronouns: he, him, his

John McOsker has been labor and [employment](#) litigator and day-to-day employer advisor since he joined the State Bar of California in 1993. Throughout his career he has served in various roles for the firms with which he was affiliated including managing partner, litigation group chair, business litigation subcommittee chair and management advisory board. Upon graduation from law school and admission to the bar, John's practice has been focused on [labor](#) and employment in the private security, healthcare, insurance, and aviation sectors. John has defended companies in California state and federal courts, as well as administrative agencies, such as the Federal Aviation Administration, the Small Business Administration, the United States and California Departments of Labor, the National Labor Relations Board, the California Attorney General, California Department of Fair Employment and Housing (Department of Civil Rights), and the U.S. Equal Employment Opportunities Commission. John defends employers with regard to single plaintiff employment claims (Title VII, FEHA), wage and hour class actions, and PAGA claims.

John counsels employers in a wide variety of employment-related matters, including conflict and liability avoidance, legal compliance, discipline and terminations, insurance and risk management, litigation management, and contract drafting and negotiation. John is a member of the LA County Bar Association's Labor & Employment Section, which concerns itself with significant developments in employment discrimination law. John has not only experienced labor and employment from a lawyer's perspective, but he has actively and directly managed legal departments, compliance departments and human resources staffs both in-house and as a dedicated outside Legal/HR Manager, for over a decade. As a result, John has not only first-hand experience giving sound labor and employment advice, but also boots-on-the-ground experience executing legal, compliance and human resources strategies.

Additionally, John assists employers developing strategies to avoid litigation. This includes working with employers to develop or modify

Federal Bar Association
Irish American Bar Association
Los Angeles County Bar
Association
Sorin Society

employment policies and practices, conducting workplace investigations, engaging in workplace counseling/interactive process, and drafting employee handbooks, employment agreements, arbitration agreements and severance agreements. John assists employers with devising and executing recruiting strategies, reductions-in-force, and onboarding and off-boarding processes. John helps employers devise and roll-out policies that enhance clients' objectives while complying with the law.

Finally, John has a significant traditional labor law practice, both transactional and adversarial. John negotiates and drafts collective bargaining agreements and memoranda of understanding covering workforces in the service industries spanning unique and diverse jurisdictions, across the state and country. In addition to negotiating and drafting agreements, John defends grievances, conducts arbitrations, represents clients on Unfair Labor Practice charges, participates in representation hearings, elections, de-certifications, and other NLRB proceedings.

John's entire legal career has been spent in and around Los Angeles and he has volunteered his time and expertise to the local community. He was appointed by Mayor James K. Hahn to serve on the Harbor Area Planning Commission and did so from 2001-2006. He served as the Commission's President from 2002-2006. In addition to his service on the Area Planning Commission, he was appointed to membership on the Port Community Advisory Committee. He has volunteered as a member of the Board of Managers of the San Pedro Peninsula YMCA since 2005 and has been a legal volunteer for the St. Lawrence Brindisi/Watts Youth Center since 1995. John is a founding Board Member of LA Fleet Week, a non-profit established to annually host the United States Navy for fleet activities in the Los Angeles Harbor beginning 2016.