



LOUISE ANN "LUZANN" FERNANDEZ

STRATEGIC COUNSEL TO MANAGING PARTNERS

LOS ANGELES

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Louise Ann "Luzann" Fernandez is Partner of the Labor and Employment Practice at Bartko Pavia LLP. Luzann is a fierce litigator with more than 30 years of experience who is retained by corporations, hospitals, and celebrities for high-profile, high exposure cases. Luzann tackles any challenges facing her clients head on and is known for developing novel and out-of-the-box theories to meet them.

Luzann is also active as an independent investigator, utilizing her litigation experience to investigate claims of discrimination, retaliation, harassment, and other corporate compliance issues.

In addition, Luzann is a volunteer mediator for the Central District of California Mediation/Conciliation program where she leverages her extensive experience to resolve conflicts.

Prior to joining the firm, Luzann was the founder and Chair of the Labor and Employment practice group at Jeffer Mangels Butler & Mitchell LLP. Luzann started her legal career as a field attorney at the National Labor Relations Board.

CREDENTIALS

EDUCATION

- George Washington University Law School, J.D.
- Stanford University, A.B.

BAR ADMISSIONS

- State Bar of California

COURT ADMISSIONS

- United States Court of Appeals for the Ninth Circuit
- United States District Court for the Northern District of California
- United States District Court for the Eastern District of California
- United States District Court for the Southern District of California
- United States District Court for the Central District of California

RECOGNITIONS

- Named as a Southern California “Super Lawyer” (2004–2025)
- Recognized in Best Lawyers in America®, Labor and Employment Law – Management (2016–2025)
- Recognized in “Best Lawyers in Southern California,” Los Angeles Magazine (2015–2022)
- Recognized in “Women in Law,” Los Angeles Magazine (2017–2019)
- Included in “Top Women Attorneys in Southern California,” Los Angeles Magazine (2014–2018)
- Named by the Daily Journal as one of California Top Labor & Employment Lawyers (2010, 2013)
- Martindale-Hubbell Peer Review, AV Rating, 5 Stars

EXPERIENCE

- Represented entertainment executive against false accusations of sexual assault. Obtained both a dismissal, seven-figure public settlement on a malicious prosecution case in favor of the executive, and a public apology in the New York Times.
- Represented technology company in its litigation against C-Suite executives who misappropriated trade secrets and company resources to start a competing venture. Luzann was able to obtain jurisdiction over the foreign nationals which was pivotal to the case.
- Defeated class certification on behalf of numerous clients.

- Architect of strategy to hold a California executive of a global cosmetics company to his non-solicitation and non-compete.
- Obtained judgment against a plaintiff's lawyer on behalf of a technology company who failed to return documents to the Company post-litigation.
- Obtained summary judgment on behalf of a global cosmetics company, thus eliminating the risk of class certification.
- Argued en banc before the Ninth Circuit on National Labor Relations Act preemption issues.

INSIGHTS

PUBLICATIONS | 30, JANUARY 2025

CLIENT ALERT: INCREASE IN SALARY THRESHOLD FOR ADMINISTRATIVE EXEMPTION FOR EMPLOYEES WORKING IN NEW YORK CITY

Starting on January 1, 2025, the minimum salary for New York City employees to meet the salary threshold for the administrative exemption is \$1,237.50 per week or \$64,350 per year.

HONORS AND AWARDS | 01, JANUARY 2025

BARTKO PAVIA ATTORNEYS RECOGNIZED AS BEST LAWYERS® AWARD RECIPIENTS

We're proud to announce that four Bartko, LLP attorneys have been named in the 2025 edition of The Best Lawyers in America®. Best Lawyers is the oldest and most respected lawyer ranking service, using a peer-review process to ensure credibility and trust. Since it was first published in...

PUBLICATIONS | 01, DECEMBER 2024

LABOR AND EMPLOYMENT LAW UPDATES 2025

As with most legislative years, 2024 was a busy year for California employment law developments. Several important new laws and regulations were enacted that will affect the operations of California employers of all sizes for years to come. We have summarized in a client...

HONORS AND AWARDS | 15, NOVEMBER 2023

BARTKO PAVIA RANKED BY BEST LAW FIRMS® IN 2024

Bartko LLP has been recognized in the 2024 edition of Best Law Firms®, ranked by Best Lawyers®, nationally in one practice area and regionally in eight practice areas.

HONORS AND AWARDS | 10, NOVEMBER 2023

FIVE BARTKO PAVIA LAWYERS RECOGNIZED AS 2024 BEST LAWYERS® AWARD RECIPIENTS

Bartko LLP is pleased to announce that five lawyers have been included in the 2024 edition of The Best Lawyers in America®. Since it was first published in 1983, Best Lawyers has become universally regarded as the definitive guide to legal excellence.

HONORS AND AWARDS | 18, NOVEMBER 2022

FIVE BARTKO PAVIA LAWYERS NAMED TO 2023 BEST LAWYERS® LIST

Bartko Pavia is pleased to announce that five lawyers have been included in the 2023 edition of The Best Lawyers in America®. Since it was first published in 1983, Best Lawyers has become universally regarded as the definitive guide to legal excellence.

PRESS RELEASE | 09, NOVEMBER 2022

BARTKO PAVIA SECURES MAJOR VICTORY IN KALAMAS V. JOHN MUIR HEALTH

Luzann Fernandez, Patrick Ryan, Chad DeVeaux, Kerry Duffy, and Lisa Ferguson secured a major victory in Kalamas v. John Muir Health. The Bartko Pavia team filed an anti-SLAPP motion seeking to strike substantial portions of the plaintiff-doctor's 800-plus-page Complaint against our clien...

PUBLICATIONS | 02, MAY 2022

MULTI-STATE WAGE TRANSPARENCY LAWS RELATING TO JOB POSTINGS

Currently, Colorado is the only state that requires an employer who employs at least one employee in Colorado and posts an electronic job advertisement in Colorado (remote or otherwise) to also post a hyperlink on the advertisement that clearly provides (1) the hourly rate or salary, (2) gener...

PUBLICATIONS | 15, JANUARY 2020

FIRM EXPANDS INTO SOCAL WITH PREEMINENT LABOR & EMPLOYMENT GROUP

San Francisco, January 15, 2020. Bartko Pavia is pleased to welcome a top-tier Northern and Southern California labor and employment practice with co-chairs Louise Ann Fernandez and An Nguyen Ruda joining the firm. Their clients following them to the firm include healthcare provide...

EMPLOYERS' RESPONSIBILITIES UNDER THE NEW YORK STATE PAID FAMILY LEAVE BENEFITS LAW

On January 1, 2018, New York's Paid Family Leave Benefits Law ("PFLBL") became effective. The PFLBL provides eight weeks of total paid time off for employees who work for twenty or more hours per week (after twenty-six consecutive weeks of employment) and part-time employees who work less than twenty hours per week (after one hundred and seventy-five days of work, consecutive or otherwise). Below are a few key steps that New York employers should take to be compliant with the new law:

PUBLICATIONS

- The 29th Annual Labor and Employment Law Symposium: Effective Advocacy in Employment Arbitrations: The Experts Tell You What Works and What Works Against You
- Legal Update for the Professional and Human Resources Association: Contingent Workforce Issues
- Presentation: Sexual Harassment in the Workplace – Louise Ann Fernandez
- University of California Los Angeles Entertainment Symposium: Rush to the Future: New Rights and Wrongs in the Entertainment Industry
- Labor & Employment New Year Round-Up: What to Expect in 2020
- Labor & Employment 2018 Legislative Round-Up: What to Expect in 2019
- New Law Prohibits California Employers From Asking Applicants About Salary History
- CLIENT ALERT: 2017 Criminal Background Laws
- Corporate Law Winter 2010 Newsletter: Employee Monitoring in an Electronic Age

AREAS OF FOCUS

PRACTICES

Labor & Employment