



## Tony G. Carvalho

Associate | Fresno

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### EXPERIENCE

Tony G. Carvalho is an Associate in Liebert Cassidy Whitmore's Fresno Office where his primary practice is providing advice and counsel to cities, counties, and other public agency clients in all matters pertaining to employment and labor law. His main areas of focus include police and fire investigatory/disciplinary issues, harassment and discrimination claims of all types, CA Labor Code/FLSA wage and hour issues, disability interactive process and reasonable accommodation, and labor relations.

Part of Tony's advice and counsel practice concerns updates to client personnel policies for compliance with ever-changing state and federal law. Currently, Tony spends significant time advising LCW's clients on how to navigate the myriad legal issues stemming from the COVID-19 pandemic.

Tony's practice also includes handling disciplinary appeals for LCW's public agency clients, with an emphasis on handling disciplinary cases of public safety employees, including fire and police/sheriff personnel. Tony handles such cases from their inception through final decisions before arbitrators, administrative law judges, and local personnel commissions.

Tony also has significant experience in litigation, government claims, and EEOC/DFEH complaints, including drafting pleadings, motions, memoranda, written discovery, mediation briefs, and employer responses to EEOC/DFEH complaints.

Prior to joining Liebert Cassidy Whitmore, Tony received his JD from the University of San Diego School of Law, *magna cum laude*, and received his MA and BA in History from California State University, Fresno. Before pursuing a career as an attorney, Tony helped to manage his family's farm in California's Central Valley.

Tony is fluent in three languages, including English, Spanish, and Portuguese.

### Recognitions

Tony was selected as a Northern California *Super Lawyers* Rising Star in 2020.

### EDUCATION

JD, University of San Diego School of Law  
MA, California State University, Fresno  
BA, California State University, Fresno

### LEGAL EXPERTISE

Wage & Hour

Employment Law

**PUBLICATIONS**

**Department Of Labor Proposes to Increase the Minimum Salary to Qualify for FLSA Overtime Exemptions**, Mar 8, 2019