



Elizabeth Tom Arce

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EXPERIENCE

Liz is an accomplished advocate with experience litigating a wide array of labor and employment cases in state and federal trial and appellate courts. Liz has successfully represented employers in matters ranging from single plaintiff lawsuits to wage and hour class and collective actions. Her litigation experience includes numerous successful summary judgment motions, defeating class certification, and decertifying collective actions. Liz's litigation practice also includes handling matters in arbitration and before administrative agencies where she has been effective at obtaining favorable results for the firm's clients.

When she is not defending litigation matters, Liz advises employers on a wide range of diverse employment matters such as wage and hour, disability accommodations, public safety, employee discipline, disability retirements, and anti-discrimination, harassment and retaliation laws. At the center of her employment counseling practice is auditing employer policies and practices for compliance with wage and hour laws such as the Fair Labor Standards Act.

Liz is also a dynamic trainer who is motivated by her commitment to the firm's clients and her passion for employment law. She draws from her litigation experience during her presentations to educate and encourage employers to take preventative measures to reduce exposure to liability and costly litigation. In addition to presenting to the firm's consortiums, Liz also frequently speaks at regional, statewide and national conferences on a variety of employment-related topics.

Liz co-authored Chapter 4 (Leaves of Absence) of the *California Public Sector Employment Law* practice guide (Matthew Bender 2011). Articles authored by Liz have also appeared in leading publications in the legal industry and for public employers.

Prior to joining Liebert Cassidy Whitmore, Liz was a litigator in the Los Angeles office of an international law firm where she represented businesses of all sizes in employment and commercial litigation matters.

EDUCATION

JD, St. John's University School of Law, Jamaica, New York
BA, University of Southern California

LEGAL EXPERTISE

Litigation Services
Employment Law
Public Safety
Wage & Hour
Private Education

Retirement, Health & Disability

REPRESENTATIVE MATTERS

ADMINISTRATIVE HEARINGS

Employee v. Police Department (2014) - After 12 days of hearing, Arbitrator upheld the decision to terminate a police officer for neglect of duty and failure to follow the City's policies.

Employee v. City (2013) - Successfully defended the City's decision to deny police officer's application for an industrial disability retirement before an Administrative Law Judge of the Office of Administrative Hearings.

Employee v. Police Department (2013) - Arbitrator upheld the decision to terminate a police officer for dishonesty.

Employee v. Police Department (2012) - Hearing officer upheld the three-day suspension of a police officer for sleeping on duty.

LITIGATION

Miller v. City of Los Angeles, et. al. (2015) - In a whistleblower retaliation federal lawsuit, the former Independent Assessor for the City of Los Angeles's Fire Commission brought a lawsuit against the City and several individual defendants, alleging FEHA, § 1983, and Labor Code 1102.5 violations. The firm obtained complete summary judgment on all causes of action on behalf of the City, the Mayor, all five Fire Commissioners, and a Mayoral employee.

Plaintiff v. Private School (2015) - Successfully brought an Anti-SLAPP motion which resulted in the dismissal of the complaint against the School and two individual defendants in a lawsuit alleging fraud and abuse of process. Attorney's fees and costs were also awarded to the defendants.

Plaintiff v. City (2015) - Obtained summary judgment on behalf of the City and several individual defendants in a lawsuit alleging whistleblower and first amendment retaliation.

Buckley v. Los Angeles Civil Service Commission (2014) - Trial court denied deputy sheriff's petition for writ of mandate and upheld the County's termination of his employment for neglect of duty.

Association for Los Angeles Deputy Sheriffs, et al. v. County of Los Angeles, et al. (2012) - We represented the County in a FLSA collective action where the U.S. District Court granted several key motions filed by LCW on behalf of the County. The lawsuit involved the "donning and doffing" claims of approximately 3,000 deputy sheriffs in two different, yet consolidated, collective action lawsuits filed against the County and its Sheriff. The trial court also granted the County's motion to decertify the remaining "off-the-clock" work claims. The District Court's rulings effectively ended two large collective/class action lawsuits after several years of litigation.

Reed v. County of Orange (2010) - The firm successfully decertified a collective/class action consisting of over 600 OCSO deputy sheriffs. The deputies alleged that the County violated the FLSA by failing to properly compensate them for missed meal breaks, donning and doffing their uniforms, and other "off-the-clock" work. This case resulted in two published opinions in favor of the County, *Reed v. County of Orange*, 266 F.R.D. 446 (C.D. Cal. 2010) and *Reed v. County of Orange*, 716 F.Supp.2d 876 (C.D. Cal. 2010). LCW

obtained summary judgment on the donning and doffing claims and decertified the collective action as to the remaining overtime claims. The case ultimately settled.

PUBLICATIONS

Liz Arce featured in Los Angeles County Bar Association Daily eBriefs, Mar 28, 2019

Balancing Conflicts Between Work And Religion, Apr 26, 2018

Performance Evaluations: Why It's A Good Thing For Public Employers, Jan 2, 2018

Holidays and the Workplace: Be Merry or Bah Humbug, Dec 6, 2016

New Partners Continue Long Tradition of Women Leaders at the Firm, *Press Release* Oct 1, 2014

PRESENTATIONS

Maximizing Supervisory Skills for the First Line Supervisor Part Two, LA County HR Consortium, Los Angeles, Oct 24, 2019

Maximizing Supervisory Skills for the First Line Supervisor Part One, Los Angeles County Human Resources Consortium, Los Angeles, Sep 26, 2019

Preventing Workplace Harassment, Discrimination and Retaliation, City of Compton, Compton, Jun 27, 2019

Preventing Workplace Harassment, Discrimination and Retaliation, City of Thousand Oaks, Thousand Oaks, Jun 26, 2019