



Justin T. Ruedaflores

ASSOCIATE

LOS ANGELES, CA

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OVERVIEW

Justin protects clients in labor and employment matters.

Primarily a litigator, Justin handles the full spectrum of employment litigation from inception through trial preparation and post-trial resolution. He is especially experienced with allegations of discrimination, harassment, or retaliation; PAGA cases; wrongful termination lawsuits; and wage and hour violations. Justin regularly oversees both single plaintiff litigation and broader class action suits. He represents clients across industries, but his practice has become particularly focused on clients in the food systems sphere.

Although his main focus is litigation, Justin aims to insulate clients from future problems by helping them improve their policies. He approaches each matter as an opportunity to learn and to avoid future litigation, and he works with clients to see what went wrong and how similar matters can be prevented. A detail-driven attorney, Justin always seeks to understand the exact circumstances and timeline of every case. His goal in court or in settlement negotiations is to humanize the client—generally an easy task for him, because he understands that employers are simply people.

Justin came to the practice of law after seeing the powerful impact of his father's legal career. Drawn to the idea of helping people, he chose the labor and employment field after watching friends open companies and struggle to understand complex employment laws. He realized most employers have good intentions and want to do the right thing for employees, but need legal guidance in order to do so. Justin loves serving as a collaborative partner for clients, getting to know their businesses, supporting their dreams, and helping them find solutions.

Industry

Food Systems

Services

Class Action Defense

Employment Class & Collective Actions

Employment Litigation Defense

Labor & Employment

Experience

- Managed full portfolio of employment litigation cases from inception through post-trial resolution, including wage and hour, single plaintiff, class action, PAGA, wrongful termination, ERISA, ADA, and other matters.
- Experienced in all phases of litigation, including investigation of claims, pleadings, discovery and related motion practice, taking and defending depositions, appearances and oral argument, briefing dispositive and procedural motions, trial preparation, settlement negotiations, and other alternative dispute resolution.
- Developed factual and legal background for evaluation of liability and settlement strategy. Prepared cases for mediation and arbitration, including drafting all related materials and taking lead role in presenting client's position in developing case themes, anticipating plaintiff's arguments, and distilling theme of case while moving toward favorable settlements.
- Worked with opposing counsel and expert consultants in trial preparation, including drafting trial briefs and preparing exhibits.
- First-chaired hearings, drafted substantive and procedural motions, managed voluminous discovery, propounded and responded to discovery, handled trial preparation, and negotiated and drafted settlements.

Education

- J.D., Loyola Law School, Los Angeles
- B.S., University of Southern California
 - *cum laude*

Admissions

- California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California
- U.S. District Court, Eastern District of California
- U.S. District Court, Central District of California

Community Leadership

Justin serves on the board of his daughter's school, known as Friends of Hancock Park Elementary, assisting with fundraising and management of school funds.