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Lisa E. Aguiar focuses her practices on labor and employment law issues. She advises and counsels businesses and governmental agencies on all aspects of their relationship with their employees from hiring, through compensation issues, management problems and termination of the relationship. She has negotiated and drafted severance agreements, employment contracts, proprietary and confidentiality agreements, and technology policies. She provides legally mandated and other employment training to her clients. When necessary she represents her clients in litigation brought by employees or former employees. She has wage and hour class action experience and has participated in all forms of alternative dispute including mediation, arbitration and early neutral evaluation.

Ms. Aguiar also represents her property management and real estate clients in all aspects of fair housing laws. She provides advice and counsel and litigation services to her clients related to requests for accommodation made by tenants and has successfully litigated and settled cases involving allegations of failure to accommodate disabilities.

Ms. Aguiar has served as a panelist and lecturer for employment law training programs and seminars on a variety of topics including wage and hour issues, preventing harassment and discrimination, leave issues, and hiring, firing and managing the employment relationship.

Recent Matters

- Successful defense of a City for a wrongful termination lawsuit brought by police officer;
- Settlement, to the clients' satisfaction, of multiple wage and hour class actions brought against construction contractors;
- Defense of multi million dollar overtime and bonus claim brought by four former employees of a multi national manufacturing company;
- Successful settlement of a million dollar lawsuit brought by a former tenant against the owner of the property and the property management company alleging failure to accommodate mental disabilities.
- Represented a service and retail company against claims of defamation, wrongful termination and unfair business practices brought by former manager.

Practice Areas

- Employment
- Employment Litigation and Dispute Resolution

Education

- Santa Clara University, 1985 B.S.
- Santa Clara University, 1985 B.A.
- McGeorge School of Law, 1989 J.D.

Court Admissions

- California
- USDC: Central District of California
- USDC: Northern District of California

Memberships & Associations

- Northern California Human Resources Association (NCHRA)
- Santa Clara County Bar Association

Representative Experience

Practice Area: Employment

Key Issues: Union, Wrongful Termination

Venue: Stanislaus County

Client Type: City

Police officer was terminated for mis-handling evidence and making misrepresentations of fact to cover up his error. Pursuant to the city's MOU the officer was entitled to appeal and have his matter decided by binding arbitration. Plaintiff demanded reinstatement and back pay. The arbitrator upheld the City's decision to terminate.

Result:

We won and the plaintiff's dismissal was upheld. No damages were awarded.

Practice Area: Employment

Key Issues: Union, Discipline

Venue: Stanislaus County

Client Type: City

Successfully handled and resolved issue of police officer disciplined for failing to promptly respond to a call.

Result:

Successful resolution.

Practice Area: Employment

Key Issues: Discrimination, Harassment

Venue: Stanislaus County

Client Type: Defendant; City

Former employee sued the City for race discrimination and harassment. On the eve, of trial the matter was successfully settled to the client's satisfaction.

Result:

Successful settlement.

Publications

- Author, Making Accommodations, *Smart Business*, 11/1/2011
- Author, *Govori v. Goat Fifty*: Court's decision sides with wanna be moms , *Employment Case Alert*, 4/29/2011
- Author, The Discriminatory Motives of Non-Decision Makers Can Expose a Company to Liability for Discrimination, *Employment Case Alert*, 3/3/2011
- Author, Employment Newsletter, *Employment Law & Issues*, 2/11/2011
- Author, Employment Newsletter, *Employment Law & Issues*, 11/05/10

Speaking Engagements

- Insurance & Casualty Litigation 2011 - 2012: The Year in Review, May 23, 2012
- Insurance & Casualty Litigation 2011 - 2012: The Year in Review, May 22, 2012

News

- Ropers Majeski Kohn & Bentley Welcomes Silicon Valley Employment Law Veteran Lisa Aguiar as a Partner, 2/26/2010