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Ken Johnson has more than thirty five years experience across a diverse range of litigation areas. He specializes in employment and employment benefits, and labor. Mr. Johnson has expertise in labor and employment law in a broad range of industry groups including health care, manufacturing, and transportation.

Mr. Johnson represents management, as well as individual officers, directors, and supervisors, in employment litigation in federal and state court, including individual and class action litigation. He also represents employee benefit plans, plan sponsors, and plan fiduciaries in ERISA litigation, has negotiated collective bargaining agreements on behalf of management, and represented management in arbitrations arising from employment terminations and other disputes.

As an advisor, Mr. Johnson is well-versed in all aspects of labor, employment, and employee benefits law, including compliance with non-discrimination laws, drafting of employment and severance agreements, enforcement of arbitration agreements, employee handbooks, drug testing, employee termination decisions, investigation of sexual harassment complaints, labor management relations, and wage and hour issues.

In addition, Mr. Johnson represents clients in business litigation matters, including hospital-physician risk pool disputes, the defense of medical groups in patient suits alleging delay or denial of care under HMO plans, disputes arising from physician billing practices in the managed health care field, and RICO litigation.

Representative Matters

Represented nonprofit affordable housing foundation in arbitration against former employee alleging termination in retaliation for exercising FMLA rights

Represented private university in multiple lawsuits against former executive alleging sexual harassment and wrongful termination

Represented national retail chain in class action alleging race discrimination in hiring

Represented large national retail chain in class action alleging that store managers are entitled to overtime, and missed meal and rest breaks

Represented hospital in class action alleging overcharges for medical record photocopying costs

Represents recycling transportation company in class action alleging wage and hour violations

Represented automotive services organization in ERISA lawsuit by heirs of former



employee claiming benefits under group life insurance plan
Represented musical instrument distributor in wrongful termination lawsuit alleging retaliatory termination for exercising rights under ERISA pension plan
Represented trustees of Taft-Hartley trust plans in claims under ERISA alleging breach of fiduciary duty
Represented medical management companies in Labor Commissioner claims alleging unpaid wages and penalties for missed breaks
Advised multiple employers in drafting effective arbitration agreements, and enforcing agreements in connection with defending litigation
Represented medical group in multi-defendant lawsuit alleging negligent utilization review and elder abuse

News

Theodora Oringher Attorneys Named to 2023 Southern California Super Lawyers List
Theodora Oringher Attorneys Named to 2022 Southern California Super Lawyers List
Theodora Oringher Attorneys Named to 2021 Southern California Super Lawyers List
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Theodora Oringher Attorneys Named To 2016 Southern California Super Lawyers List
Theodora Oringher Attorneys Honored as 2015 Southern California Super Lawyers
Theodora Oringher Attorneys Honored as 2014 Southern California Super Lawyers
Theodora Oringher Attorneys Honored as 2013 Southern California Super Lawyers
Theodora Oringher Attorneys Honored as 2012 Southern California Super Lawyers
Theodora Oringher Attorneys Honored as 2011 Southern California Super Lawyers
Theodora Oringher Attorneys Honored as 2010 Southern California Super Lawyers

Practice Areas

Business and Commercial Litigation
Trucking and Transportation



Labor and Employment
Class Actions

Admissions

Bar Admissions

California
District of Columbia (Inactive)

Court Admissions

US Supreme Court
Court of Appeals for the Ninth and District of Columbia Circuits
US District Courts for the Central, Eastern, Northern, and Southern Districts of California

Education

Columbia University School of Law (J.D., 1982)
Notes and Comments Editor - Columbia Law Review
Harvard College (B.A., 1977)

Memberships & Associations

Los Angeles County Bar Association (Labor and Employment Section)

Professional Recognition

Southern California Super Lawyers (2005-2023)
Super Lawyers Corporate Counsel Edition (One of the Top Attorneys in Employment and Labor 2010)