



JULIE O'DELL

PARTNER AND DEPUTY LEADER, EMPLOYMENT AND LABOR PRACTICE

Orange County, CA

949.255.6444

jodell@atllp.com



Julie O'Dell is the founding partner of the firm's Orange County office and deputy leader of the Employment and Labor practice. With more than two decades of experience, she focuses her practice on labor and employment law, as well as managing class and collective actions and other complex litigation matters.

She counsels and assists clients on employment-related issues for compliance with federal and state employment laws, including for discipline and termination, requests for accommodation and leaves of absence. She also represents clients against claims of wage and hour violations of California's Labor Code, including individual, class and representative actions under California's Private Attorneys General Act.

Julie defends clients against employment-related claims brought under Title VII and has an incredible depth of experience navigating California's complex employment and labor laws, including California's Fair Employment and Housing Act, the California Labor Code, California Family Rights Act, California's Paid Sick Leave and others. She also handles all phases of employment disputes, from pre-litigation stages to trial, before federal and state agencies, arbitrators and courts.

Additionally, Julie reviews and drafts employee handbooks, policies and various employment agreements, and she provides training to employers for addressing harassment, leaves of absence, workplace violence and employee complaints.

BACKGROUND

Prior to joining Armstrong Teasdale, Julie was partner and vice-chair of the labor and employment practice of a national law firm. She has additional past experience as a lawyer at multiple firms in Missouri and California.

EDUCATION

- University of Missouri School of Law (J.D., 2000)
 - Order of the Coif
 - Missouri Law Review (Notes and comments editor)
- University of Missouri (B.A., 1996)
 - Political Science

PROFESSIONAL ACTIVITIES

SERVICES AND INDUSTRIES

Alternative Dispute Resolution
Class Action Litigation
Employment and Labor Litigation
Consumer Products and Services
Health Care and Life Sciences
Manufacturing and Innovation
Real Estate, Development, Construction
Technology
Distressed Bank Response Team

ADMISSIONS

California
U.S. District Court, Central District of California
U.S. District Court, Eastern District of California
U.S. District Court, Northern District of California
U.S. District Court, Southern District of California
U.S. District Court, District of Kansas
U.S. District Court, Eastern District of Missouri
U.S. District Court, Western District of Missouri
U.S. Court of Appeals, Eighth Circuit

- Orange County Asian American Bar Association – Judicial Committee

EXPERIENCE

Summary Adjudication, Favorable Settlement for Hotel Client

Obtained summary adjudication on Feb. 23, 2022 in San Bernardino County Superior Court for hotel client on claims for age, race, national origin, and disability discrimination, harassment, retaliation in violation of Fair Employment and Housing Act, wrongful termination in violation of public policy, failure to prevent discrimination and harassment, failure to engage in the interactive process, failure to provide reasonable accommodation, breach of implied in fact employment agreement, whistleblower retaliation, and missed meal periods. The only remaining cause of action was for eight weeks of alleged missed rest breaks, and we achieved a favorable settlement.

Dismissal of All Claims, Plaintiff Declared Vexatious Litigant

Obtained dismissal of all claims in Sacramento County Superior Court on Jan. 5, 2022, against a plaintiff, who was first represented by counsel and then represented himself pro per, for facility services client. Plaintiff asserted claims for disability discrimination and harassment, defamation, assault and battery, and failure to pay commissions. After we filed a successful undertaking action, the plaintiff obtained in forma pauperis status and began adding the clients of our client as Doe defendants. We successfully quashed the service of summons on the Doe defendants and moved to declare the plaintiff a vexatious litigant requiring him to post bond, which he failed to do.

Defeated Class Certification in Labor Code Violations Case

Defeated class certification for facility services client against class claims for alleged violations of the Labor Code, including for missed meal periods and rest breaks, improper rounding, failure to pay overtime, failure to pay minimum wages, inaccurate wage statements, and waiting time penalties.

Summary Judgment in Arbitration on Retaliation, Other Claims

Obtained summary judgment on Nov. 22, 2021, in arbitration for equipment provider and machining shop client on all claims for retaliation under Fair Employment and Housing Act, whistleblower retaliation, failure to prevent retaliation, retaliation under California Family Rights Act, wrongful termination in violation of public policy, intentional infliction of emotional distress, and violation of The Tom Bane Civil Rights Act.

Summary Judgment in Disability Discrimination Case

Obtained summary judgment for a nationwide employer in federal court against disability discrimination claim.

Dismissal for National Employer in Federal Court

Obtained dismissal for a nationwide employer in federal court against claims of discrimination for national origin, race, religion and sex, as well as retaliation.

Dismissal of Retaliation Claim

Obtained dismissal for a nationwide employer against a retaliation claim for failure to exhaust administrative remedies, affirmed on appeal at the Eighth Circuit.

Secured Settlement in Employment Class Action for Aerospace Client

Represented aerospace manufacturer in class action alleging violations to meal period

policy. Settlement on the matter was reached on the eve of trial.

Settlement of Employment Class Action Trial for Aerospace Manufacturer

Represented aerospace manufacturer in class action alleging overtime, minimum wage and meal period violations. The matter settled prior to the conclusion of the trial.