

JENNY S. CHOI

Counsel / Los Angeles

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Jenny strategically navigates management in employment matters with respect to advice and counsel, litigation, and labor relations.

Jenny is skilled in representing clients in all phases of litigation, including any appellant processes. Her experience includes defending employers against claims of discrimination, harassment, and retaliation as well as alleged violations of federal and California wage and hour laws. She defends employers in state and federal courts throughout California, the Ninth Circuit Court of Appeals, binding arbitrations, and before government agencies including the Department of Fair Employment and Housing (DFEH) and Department of Industrial Relations (DIR), and the National Labor Relations Board (NLRB).

She has resolved numerous matters, including disposing of claims on summary judgment and obtaining favorable outcomes through mediation.

She also assists management through all areas of traditional labor law including collective bargaining negotiations, labor arbitrations, and charges of unfair labor practices.

Jenny represents clients in a broad range of industries including healthcare, hospitality, retail, and entertainment. She also devotes her time to keeping her clients up to date on the constantly changing legal developments and advising on matters from pre-employment through separation. She also conducts workplace investigations, trainings, and provides advice and counsel for personnel and management issues.

Jenny is FordHarrison's 2021 Pathfinder for the Leadership Council on Legal Diversity. Prior to joining FordHarrison, Jenny's practice included defending clients in all phases of complex, multi-party litigation, resulting in a diverse range of experience handling not only employment matters, but also business litigation, products liability, and general liability. This experience allows her to take a multi-disciplinary approach to employment issues and how they interact with overall business operations.

EDUCATION

- » University of California, Hastings College of the Law (J.D., 2012)
- » University of Southern California (B.A., 2007)

BAR ADMISSIONS

- » California

COURT ADMISSIONS

- » U.S. Court of Appeals for the Ninth Circuit
- » U.S. District Court for the Central District of California
- » U.S. District Court for the Southern District of California
- » U.S. District Court for the Northern District of California
- » U.S. District Court for the Eastern District of California

Jenny is an active member of her local Kiwanis Club, which helps support the children in her area and surrounding communities. She also spends time supporting organizations dedicated to ending food insecurity.

Representative Experience

- » Obtained summary judgment on a case alleging age discrimination, national origin discrimination, whistleblower retaliation, and meal and rest break violations.
- » Obtained summary judgment on a claim by multiple plaintiffs for whistleblower retaliation against a healthcare provider.
- » Obtained summary judgment on a claim for waiting time penalties against a large retail corporation, which was affirmed by the Ninth Circuit.
- » Obtained summary judgment on behalf of a restaurant for alleged nuisance, which was affirmed by the California Court of Appeals.
- » Maintains a winning record in labor arbitrations involving both discipline and contract interpretation.
- » Served as second chair in a jury trial, obtaining a pre-trial ruling precluding an eight figure loss of earnings claim and resulting in a dismissal.
- » Provides training to management on California wage and hour laws and compliance with anti-discrimination, harassment, and retaliation laws.
- » Conducts workplace investigations in response to allegations of harassment, discrimination, and/or retaliation.

Honors & Awards

- » Leadership Council on Legal Diversity (LCLD), 2021 Class of Pathfinders
- » "Ones to Watch," *Best Lawyers in America* (2023 - 2024)

News & Insights

- » August 17, 2023 - Los Angeles-Based FordHarrison Attorney Listed in the 2024 Best Lawyers in America and Seven Listed in Ones To Watch
- » March 04, 2021 - David Cheng and Jenny Choi Named FordHarrison's 2021 LCLD Fellow and Pathfinder
- » June 04, 2020 - California DFEH Offers Free Anti-Sexual Harassment Training Online

- » May 21, 2020 - California Department of Fair Employment and Housing Combats Hate Crimes During the Coronavirus Pandemic
- » May 06, 2020 - Los Angeles Continues to Lead Worker Protection in Hospitality, Janitorial, and Tourism Sectors Through Right of Recall and Retention Upon Change in Ownership

Offices

- » *Los Angeles:*
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