Andrea O. Chavez

Senior Counsel

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Los Angeles, California



Andrea O. Chavez is a Senior Counsel in the Los Angeles office of Conn Maciel Carey LLP. Her practice focuses on Cal/OSHA, labor law, California employment law advice and counseling, and complex employment litigation.

Andrea joined CMC with over seven years of legal practice at a top AmLaw firm. Her experience covers both litigation and employment counseling. Andrea is well versed in employment discrimination, wage and hour class action, and NLRB matters. She often counsels employers on managing employment relationships, preparing legally compliant policies and procedures, employee hiring, onboarding, disciplinary actions, reductions in force, employee terminations, and dispute resolution. Her legal representation extends across various industries, including healthcare, entertainment, beauty, art, hospitality, aerospace, technology, and finance.

Andrea's practice has a special focus on Occupational Safety and Health law compliance and litigation, including inspections, investigations and enforcement actions involving Cal/OSHA, Federal OSHA, and other State OSH Plans, particularly the western states DOSH agencies. Her expertise includes developing state of the art safety procedures, conducting or directing OSH-related training and compliance audits, managing and litigating appeals of citations, and representing employers and trade associations in Cal/OSHA and federal OSHA rulemakings.

Speaking Engagements

- Andrea frequently presents on a variety of topics for the firm's Cal/OSHA Webinar Series, OSHA Webinar Series, and Labor & Employment Webinar Series.

Affiliations

- American Bar Association, Labor and Employment Law
- American Bar Association, Workplace and Occupational Safety and Health Law Committee
- California Lawyers Association

Education

- J.D., University of California, Los Angeles School of Law
- B.S., University of California, Santa Barbara, Ecology and Evolution

Admissions

- California
- U.S. District Court for the Central District of California
- U.S. District Court for the Northern District of California

Experience

- Litigated California's first citations under the Cal/OSHA Aerosol Transmissible Disease standard on behalf of a leading healthcare system.
- Defended and settled wage-and-hour class actions brought under federal and state law involving overtime calculations, meal and rest periods, vacation policies, unlawful deductions from wages, bonuses, exempt classification, and California Private Attorneys General Act actions.
- Defended and settled single plaintiff discrimination and wrongful termination litigation.
- Conducted numerous internal investigations involving C-suite executives.
- Conducted due diligence prior to multi-million dollar acquisitions in the healthcare industry.