

Joshua Elefant

Associate



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Labor and Employment

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Palo Alto

Josh's practice entails representing and advising employers on a broad range of employment and labor law matters, including counseling on day-to-day employment matters (such as hiring, separations, policies, investigations, whistleblower complaints, and wage and hour compliance), litigation and corporate transactions. He has represented clients in single-plaintiff and class action matters, where he is experienced in all phases of litigation, including taking depositions of plaintiffs and witnesses, defending depositions of company executives and board members, motion practice (including motions to compel arbitration, protective orders and motions for summary judgment/adjudication), trial and arbitration.

Josh has represented clients before multiple administrative agencies, including the California Labor Commissioner, the California Civil Rights Department and the US Equal Employment Opportunity Commission. With respect to corporate transactions, his experience includes pre-acquisition due diligence, preparation and negotiation of transaction agreements, and preparation of employment agreements and other ancillary documents, such as noncompetes and retention agreements. Josh also frequently provides on-site training to companies on a wide variety of topics, including harassment and discrimination, hiring, and general practices for managing employees in California.

While at the University of California Hastings College of the Law (now the University of California College of the Law, San Francisco), Josh served as an executive board member for the Hastings Business Law Journal (now the UC Law Business Journal). During law school, he externed for Judge Leslie G. Landau at the Superior Court for the County of Contra Costa.

Before attending law school, Josh worked as a workers' compensation claims manager.

Education

University of California College of the Law, San Francisco
JD, cum laude, 2016

University of California, Davis
BA, Economics, 2011

Admissions & Credentials

California

Court Admissions

US District Court for the Eastern District of California

US District Court for the Northern District of California

US District Court for the Central District of California