

PARTNER PROFILE

CHARLES H. GOLDSTEIN



SENIOR PARTNER

CHARLES H. GOLDSTEIN is senior partner in The Goldstein Law Firm, a Beverly Hills, California labor, employment and wage and hour law firm that represents employers. Mr. Goldstein is an advisor and litigator who has represented employers for over 50 years. Mr. Goldstein has been recognized by the State Bar Associations of California and Virginia for practicing law for over 50 years and by the Los Angeles County Board of Supervisors for his “30 years of dedicated service demonstrated by numerous contributions for the benefit of all of the citizens of Los Angeles County.”

Mr. Goldstein’s depth of knowledge and experience in labor, employment and wage and hour litigation and class actions have produced outstanding results for our clients in both the private and public sector. Mr. Goldstein’s philosophy over his 50 years of practice is that a client can achieve the best results in any litigation when counsel conducts a thorough and complete investigation of the facts early in the case. If the facts of a case are favorable, a Court will always find the law to rule in your favor. Mr. Goldstein is and has been lead counsel in many individual employment and wage and hour class action and PAGA cases.

Mr. Goldstein is not only an outstanding litigator, but he is an excellent negotiator who during his long career has resolved many difficult labor, employment and wage and hour cases to the benefit of the clients of The Goldstein Law Firm.

Mr. Goldstein was one of the chief negotiators and author of the landmark Work Continuation Agreement that resulted in the Metro Rail and other public transit lines in Los Angeles County being built without costly work stoppages. This resulted in hundreds of millions of dollars in saving for the taxpayers of Los Angeles County.

Mr. Goldstein actively advises and counsels employers based on his over 50 years of experience how to avoid being the target of employee lawsuits and claims, while preserving their legal right to manage their businesses successfully without the fear of costly litigation from California’s ever changing regulatory environment. The Goldstein Law Firm’s many private sector clients include manufacturers, distributors, transportation companies, retailers, government contractors, hotels, restaurants, service providers, private schools, and non-profit charitable corporations.

Mr. Goldstein is not merely a lawyer who represents companies, but is an outspoken defender of management’s right to operate a successful business without fear of costly employee litigation in California litigious environment.

Mr. Goldstein has served as outside counsel to counties, cities, special districts, and courts and was lead counsel for the City of Glendale, California, before the California Supreme Court in the landmark case, *Loder v. City of Glendale*, that validated the right of employers to test job applicants for substance abuse. Mr. Goldstein is a noted speaker and author who routinely addresses industry groups across the country on topics such as “How To Make Yourself a Smaller Target of Employee Lawsuits”; “How To Legally Hire

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and Fire Anyone”; “The Bermuda Triangle, Making Some Sense Out of Federal and State Mandatory Leave Laws”; “Sexual Harassment Liability and Prevention”; “Do You Really Want a Jury of Your Peers to Second Guess Your Employment Decisions?”; Preventing and Dealing With Violence in the Workplace”; “Can You Really Say “You’re Fired Donald Trump Style and Not Subject Yourself to a Lawsuit?”; “Sexual Harassment and the Season”; “Wage and Hour Class Actions Can Be Prevented, Even in California”; “How to Deal With Tough Personnel Decisions”; “Preventing Workers Compensation Abuse, Is It Possible?”; “How to Conduct an Administrative Investigation of Sexual Harassment and Other Claims?”; and “How To Control Absenteeism in the Workplace While Complying with the Americans With Disabilities Act, Family & Medical Leave Act, and Workers Compensation Laws.” Most recently Mr. Goldstein has copyrighted “The Goldstein Law Firm’s AB 1825 Sexual Harassment Training Program for Private and Public Sector Employers “Real Training For Real People”.™ Mr. Goldstein is a graduate of George Washington University School of Law, Washington D.C., where he was a Trustee Scholar in Law and was awarded a J.D. with honors. He has been admitted to the bars of Virginia, California, and the U.S. Supreme Court. Mr. Goldstein is also a member of the Los Angeles County Bar Association, Century City and American Bar Associations, State Bar of California and the State Bar of Virginia.

TRAINING/SEMINARS

The Goldstein Law Firm offers a wide variety of customized training programs and seminars. These training programs and seminars are tailored to meet the individual needs of employers and can cover any labor and employment law subject in full-day workshops; half-day discussion groups; weekend seminars; and/ or any other format.

Seminars

The Goldstein Law Firm has been offering labor and employment seminars since 1977.

Seminars are held twice each year throughout Southern California. Each seminar addresses a particular theme and includes dynamic audio-visual presentations as well as a question and answer period. Each seminar participant receives a complimentary set of seminar materials, which are easy-to-follow and can also serve as an independent reference source. The Goldstein Law Firm clients are entitled to attend our Bi-Annual Seminars free of charge.

Training Programs

This list includes potential training programs that The Goldstein Law Firm can perform for your organization:

- How to Prevent Sexual Harassment & Discrimination in the Workplace;
- How to Effectively Discipline Employees;
- How to Properly Conduct an Administrative Investigation of Sexual Harassment and Other Claims;
- How to Properly Conduct an Administrative Investigation of Allegations of Misconduct;
- How to Effectively Control Absenteeism in the Workplace While Complying With the American With Disabilities Act; Family & Medical Leave Act; or Workers’ Compensation;
- How to Properly Test Employees For Drugs In The Workplace;
- Comprehensive Review of Current Employment Issues for Managers and Supervisors;
- How to Properly Terminate Violent Employees;
- How to Deal with Personnel Decisions in Tough Times;
- How to Legally Fire Employees;

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How to Create Bullet-Proof Defenses And Make Yourself A Smaller Target of Employee Lawsuits;
How to Control the Escalating Costs of Worker's Compensation Insurance;
How to Investigate Employee Misconduct And Claims by Whistleblowers;
New Developments in Labor and Employment Law;
How to Reduce your Risk of Becoming a Victim of a Costly Award—
How Jurors Interpret Your Personnel Decisions;
Mega Jury Damage Awards—Could This Happen to You?;
Who Is The Most Dangerous Employee/Plaintiff For Employers And
How to Minimize The Risk of Mega Buck Jury Awards When You
Terminate These Employees; and
Creating An Atmosphere That Reduces The Likelihood That We Will
Be Reading About Your Firing And Layoff Decisions Turning Into
Mega Jury Awards

PUBLIC SECTOR EMPLOYERS

The Goldstein Law Firm's public sector clients have included various counties, cities, courts, joint powers/transit agencies, and housing authorities.

The following public sector employers have been representative by The Goldstein Law Firm:

COUNTIES:

- Los Angeles County Sheriffs Department
- Los Angeles County Fire Department
- Los Angeles County Counsel's Office
- Los Angeles County District Attorney
- Los Angeles County Public Defender
- Los Angeles County Department of Children and Family Services
- Los Angeles County Department of Public Social Services
- Los Angeles County Mental Health Department
- Los Angeles County Health Services Department
- Los Angeles County Internal Services Department

CITIES:

- City of Glendale
- City of Cerritos
- City of Rosemead
- City of West Covina

COURTS:

- Superior Court of Los Angeles County
- Superior Court of Yolo County

JOINT POWERS/TRANSIT AGENCIES:

- Southern California Regional Rail Agency (Metrolink)