

Attorney Bio



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Cerritos

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Jorge J. Luna

Partner

Jorge Luna is a partner in the Cerritos office of Atkinson, Andelson, Loya, Ruud & Romo. Mr. Luna has been practicing law since 1996 in a variety of areas, including employment, construction, business litigation, intellectual property and entertainment. For the past 12 years, Mr. Luna has focused his practice exclusively on employment matters, with an emphasis on litigation.

Mr. Luna represents employers in all aspects of employment law matters, including employment discrimination, harassment, retaliation and wrongful termination. Mr. Luna has extensive experience preparing, handling and managing litigation matters, including taking cases up to and through trial and subsequent appeals. Specifically, he addresses budgets, initial pleadings, discovery, dispositive motions, mediations, arbitrations, bench trials, jury trials and appeals.

Education

Mr. Luna received his Bachelor of Arts degree from Princeton University, cum laude. He graduated with his Juris Doctor from Loyola Law School.

Awards and Recognitions

Mr. Luna was named a "Southern California Rising Star" for five consecutive years, based on a poll of selected Southern California Lawyers. This recognition honors exceptional Southern California attorneys who are under the age of 40. All award recipients must be nominated by an attorney outside of their firm and must go through an extensive assessment before being selected for this honor.

Mr. Luna has also received awards from the following organizations: Corporate LiveWire Global Awards, AVVO, and The American Registry.

Representative Matters

On behalf of a public entity, Mr. Luna obtained summary judgment in federal court against three former employees who claimed gender discrimination after they were laid off as part of a reduction in force.

Mr. Luna achieved summary judgment on behalf of a public entity against an employee who was not selected for promotion because he was not the most qualified applicant. The plaintiff claimed age-based discrimination, retaliation, fraud and breach of contract. The firm was first brought into the case just two weeks before the deadline for filing a motion for summary judgment, with the plaintiff's deposition yet to be taken. The appellate court affirmed the summary judgment.

Mr. Luna also successfully represented a public entity client against 15 causes of action stemming from the termination of a maintenance worker who had been out on medical leave for several years. The entire action was dismissed without leave to amend, and Mr. Luna's client was awarded its costs.

On behalf of a public entity, Mr. Luna successfully negotiated a favorable settlement of a discrimination and retaliation claim brought by a former member of the police department who claimed she was constructively terminated. Mr. Luna was able to settle both the civil litigation claim and an associated workers' compensation claim.

Publications and Speaking Engagements

Publications

- Self-Help Discovery?" Daily Journal (July 2016)
- "PEPRA v. UMTA - Transit Districts May Be the Ultimate Winners", *AALRR Alert* (January 2015)
- Court of Appeal Holds Statutory Privileges Waived by Inadvertent Disclosure Made under a Public Records Act Request," *AALRR Alert* (December 2014)
- California Public Employers Unlikely to Benefit from Two Recent Rulings by the U.S. Supreme Court," *AALRR Alert* (July 2013)
- An Employee's Subsequent Civil Claims, Including FEHA Claims, Can Be Barred if an Adverse Administrative Decision Is Not Successfully Overturned," *AALRR Alert* (February 2013)
- Participation in an Internal Investigation into FEHA Claims Will Not Shield Employees from Discipline if They Are Uncooperative or Deceptive in Their Responses," *AALRR Alert* (February 2013)
- "The First Amendment Does Not Protect a True Policymaker from Discipline for Political Speech," *AALRR Alert* (March 2013)

Speaking Engagements

AALRR Employment Law Conference

- "Killer Documentation for Employee Performance Issues" – March 2014

California Public Employers Labor Relations Association (CALPELRA) Annual Training Conference

- "Do's and Don'ts When Disciplining Employees with Disabilities" – November 2014
- "Is Free Speech Just an Illusion in the Workplace" – November 2014
- "Web 2.0: Key Legal Principles When Dealing with Social Media" – November 2013

Southern California Public Labor Relations Council (SCPLRC)

- "PEPRA... and Its Aftermath" – May 2015
- Public Employers' Pension Reform Act of 2013 ~ PEPRA" – September 2012

Community Involvement

SkyHawks Youth Program, volunteer

Practice Areas

**Cities, Counties & Special Districts
Employment Law**

Education

Loyola Law School (J.D.)
Princeton University (B.A.(cum Laude))

Bar Admissions

California
U.S. Court of Appeals, 9th Circuit
U.S. District Court, Central District of California

Memberships and Affiliations

State Bar of California
Princeton University Southern California Alumni Association

Mexican American Opportunity Foundation, Board Member
