



Camilo Echavarria

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Diversity Executive Council

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Education

J.D., New York University School of Law

B.A., Government, Economics,
Cornell University, magna cum laude

Admitted to Practice

California

U.S. District Court Central District of California

U.S. District Court Eastern District of California

U.S. District Court Southern District of California

U.S. District Court Northern District of California

Languages

Spanish

I get excited by figuring out the best strategy to solve my client's employment problems while minimizing the pain involved.

Camilo Echavarria is a fixer – he handles his client's employment problems so that they can focus on their business and do what is most important to them. Camilo gives practical advice to his clients on how to deal with and manage litigation in a way that best serves them. He does not over-litigate. Instead, Camilo works up the cases quickly, provides concrete case assessments, and makes strategic decisions to further his client's goals in the litigation.

For over 20 years, Camilo has worked with large and medium-sized employers in California to defend them in employment lawsuits — from single-plaintiff to class action cases. He also provides his clients with practical employment advice in their day-to-day operations and helps them navigate California's complicated employment laws while understanding the need to run a profitable and successful business. With two decades of experience including over three years as in-house counsel for NBC Universal, Camilo has firsthand knowledge of cost-effective ways to partner with clients and provide responsive, results-oriented counsel. For example, Camilo has developed numerous alternative fee arrangements for his corporate clients, enabling them to reduce legal spend and maintain budget predictability.

Practice Highlights

Single plaintiff litigation

Defending healthcare, financial services, and airlines/cruise lines in hundreds of single-plaintiff employment cases throughout California. Successful results include obtaining summary judgment, defense verdicts at trial, and very favorable settlements. All summary judgment victories have been upheld on appeal. Has represented Providence Health & Services, Sonic Healthcare, Bank of America, 24 Hour Fitness, and United Airlines.

Class action and multiplaintiff defense

Defending class-action cases regarding all aspects of California's wage and hour laws, as well as claims brought under the Unruh Act and California's Private Attorney General Act (PAGA), involving claims related to a wide range of issues including meal and rest breaks, overtime, pay stub violations, penalties, bonuses, off-the-clock work, business expenses, independent contractor, joint employment, improper classification of employees, and gender price discrimination.

Employment advice and counseling

Counseling client to develop policies and practices to manage risk, including advising on termination, leaves of absence, workplace investigations, handbooks, and timekeeping and pay practices.

Experience

Single-Plaintiff Litigation

Hernandez v. Bank of America

Won summary judgment in wrongful termination and discrimination case brought by former 30-year employee. Currently

on appeal. (2018)

Castro v. Bank of America

Won summary judgment in wrongful termination and retaliation case brought by former 40-year employee. (2018)

Dismissal of discrimination case for Providence Health & Services

Former Providence Health & Services employee filed claims of discrimination based on immigration status after she was terminated. Obtained dismissal of all claims on behalf of the client after a hearing before the Office of the Chief Administrative Hearing Officer (OCAHO). (2018)

Andrew v. Providence Health & Services

Defended large healthcare provider in a single-plaintiff wrongful termination and disability discrimination case. Successfully resolved case early in litigation on terms favorable to the client. (2016)

Zipkin v. Kaiser Foundation Health Plan, Inc., Southern California Permanente Medical Group et al.

Trial counsel in a case brought by a longtime physician partner of Southern California Permanente Medical Group with 13 causes of action alleging, among other accusations, unlawful retaliation, violation of public policy, violations of the Cal. Health & Safety and Business & Professions Codes, defamation, and emotional distress. After a three week trial, the judge returned a complete defense verdict for all defendants on all claims. (2017)

Afont v. Alaska Airlines

Won summary judgment in wrongful termination case involving claims of harassment, retaliation, and disability discrimination. Successfully defended appeal with the court affirming summary judgment ruling. (Cal. Super. Ct. 2014; Cal. Ct. App. 2016)

Former physician v. Southern California Permanente Medical Group

Won directed verdict in arbitration in age discrimination and harassment case brought by former physician. (AAA Arbitration 2015)

Ghadery v. 24 Hour Fitness, Lucatuorto v. 24 Hour Fitness, Tooley v. 24 Hour Fitness

Defended 24 Hour Fitness in race and age discrimination and retaliation lawsuits brought by former employees. Successfully compelled arbitration and, after limited discovery, resolved actions. (ADR Arbitration 2016)

Winston v. Countrywide Home Loans, Bank of America Corp.

Co-trial counsel for defendants in a month-long trial for fraud and wrongful discharge claims brought by former Countrywide executive. Obtained defense verdict on all but one claim. Led the successful appeal. The Court of Appeals found for the defense on the final claim and reversed the judgment in full (without a new trial) finding that substantial evidence did not support the jury's verdict. Plaintiff's petition for review to California Supreme Court denied. (Cal. Super. Ct. 2011; Cal. App. & Supreme Ct. 2013)

Lenge v. Charter Communications

Won summary judgment in wrongful termination case involving claims of disability discrimination, failure to accommodate, and retaliation. Employee-plaintiff had dyslexia and was terminated after refusing to return from medical leave. Court found plaintiff's complaint failed on all seven claims. (C.D. Cal. 2013)

Fazeli v. Bank of America, N.A.

Won summary judgment for Bank of America in retaliation claim brought by former banking center manager. Wrote successful motion for summary judgment and argued the appeal. Successfully defended appeal with the 9th Circuit affirming summary judgment ruling. (C.D. Cal. 2011, 9th Cir. 2013)

Class Action and Multi-Plaintiff Defense**Nine employees v. Providence Health & Services**

Successfully defended Providence in multi-plaintiff action involving meal and rest break claims while being on-call. (2018)

Noe, et. al. v. Sarnoff, et. al.

Representing national concessions and entertainment clients in wage and hour class action brought on behalf of concessionaires at various sport arena locations in California alleging they were improperly classified as independent contractors and other claims. (L.A. Cty (Cal.) Super. Ct. 2017)

Long v. Playboy Enterprises, Inc.

Obtained summary judgment for defendant in Unruh Act class action brought on behalf of all males in California alleging gender price discrimination connection with third party charitable events held at the Playboy Mansion. Summary judgment upheld by 9th Circuit Court of Appeal. (C.D. Cal., 9th Cir. 2014)

Khoshnood, Lalwani & Shahwan v. Bank of America, N.A.

Defended Bank of America in federal court in wrongful termination, race discrimination, and retaliation case filed by three former banking center managers. (2013)

In re KPMG overtime litigation

Defended KPMG in nationwide consolidated wage and hour class actions alleging improper classification of unlicensed accounting employees. (2012)

Campbell v. American Express, Conde Nast Publications, et al.

Obtained summary judgment as lead defense counsel in class action brought on behalf of all males in California against eight corporate defendants alleging violations of the Unruh Act (gender discrimination) and Gender Tax Repeal Act in connection with a "Women's Golf Month" event. (2012)

Rojas v. Shell Oil, et al.

Defended wage and hour class action brought against nine petroleum refinery defendants alleging violations of Labor Code section 2810 and related wage statutes. Motion to dismiss under FRCP 12(b)(6) granted, and case dismissed on pleadings. (2009)

Healthcare and Business Litigation**Hillside Home for Children v. State of California, et. al., Hathaway-Sycamores Child & Family Services v. State of California, et al., Five Acres - The Boys & Girls Aid Society of LA County v. State of California, et al.**

Successfully reversed adverse judgment on appeal and settled all claims for three mental healthcare providers in disputes with the state of California involving failure to pay thousands of Medi-Cal claims. Wrote appellate brief and argued appeal. (LASC 2011, Ct. of Appeals 2012)

NuboNau, Inc. v. NB Labs, LTD, et. al.

Represented UK company in trademark case brought in the Southern District of California. Successfully moved to dismiss action for lack of personal jurisdiction. (S.D. Cal. 2012)

Healthcare litigation for consortium of 18 mental healthcare providers

Represented a consortium of 18 mental healthcare providers in a dispute with the County of Los Angeles and the state of California involving the implementation of a faulty Medi-Cal billing system. (2009)

The Fulcrum Group v. Pacific Health Corporation, et al.; The Fulcrum Group v. Scripps Health

Prosecuted contract actions against Pacific Health, Scripps Health, and subsidiary hospitals. Both cases were successfully resolved prior to trial. (2008, 2009)

Memberships & Affiliations

- Executive Committee, Davis Wright Tremain LLP
- Partner in Charge, Los Angeles, Davis Wright Tremain LLP, 2019
- Chair of Committee, 2018; Diversity & Inclusion Committee, Davis Wright Tremain LLP
- Associate Development Partner, Employment Practice Group, Davis Wright Tremain LLP
- Co-Chair of Board of Directors, California Minority Counsel Program
- Board of Trustees, Mexican American Bar Foundation
- Board of Directors, LK Health, a nonprofit FQHC clinic
- Regional President, Southern California, 2014-2016; Member; Hispanic National Bar Association

Professional Recognition

- Named one of the "Top Minority Attorneys in Los Angeles," Los Angeles Business Journal, 2020
- Named one of the "Top Latino Lawyers" by Latino Leaders Magazine, 2018
- Named one of the "Most Influential Minority Attorneys in Los Angeles," Los Angeles Business Journal, 2018
- Named to "Top 100 Under 50 Diverse Executive Leaders," by Diversity MBA Magazine, 2015
- Winner, 2015 Corporate LiveWire – Global Awards, Arbitration, Los Angeles
- Selected to "California's 75 Top Labor and Employment Lawyers," Daily Journal, 2014
- Selected to "Southern California Super Lawyers," 2020-2021; "Southern California Rising Stars," 2007-2011; Thomson Reuters

Background

- Litigation Counsel, NBC Universal Inc., 2003-2006
- Litigation Associate, Morrison & Foerster LLP, 1997-2003

Insights

Camilo Echavarria and Portia Moore Elected as Fellows of the College of Labor and Employment Lawyers, 06.22.21

Davis Wright Tremain Elects New Managing Partner and Executive Committee Members With Plans to Maintain Growth and Commitment to Diversity, 04.05.21

"Promoting and Enhancing Diversity, Equity, and Inclusion in the Workplace – Without Breaking CA Law," California Labor & Employment Law Update, Davis Wright Tremain, 02.09.21

"The Future Is Now: Cutting Edge Trends In Discrimination Law," Los Angeles County Bar Association, Labor & Employment Law Section, Annual Conference, Los Angeles, 03.11.20

L.A. Business Journal Names Camilo Echavarria and John Lecrone Two of the City's Top Minority Attorneys, 01.31.20

9th Circuit Holds CBA Preempts California Overtime Claims, 02.05.19



Camilo Echavarria Named One of the Country's Top Latino Lawyers, 01.03.19

Changes to Minimum Wage Laws in 2019 Will Affect Nonexempt and White Collar Employees, as Well as Commissioned Inside Salespeople, 12.17.18

2018 Labor & Employment Law Update for New York-Area Clients, Davis Wright Tremaine, New York, N.Y., 05.17.18

Los Angeles Employment Law Seminar, Davis Wright Tremaine, Los Angeles, 04.19.18

L.A. Business Journal Names Camilo Echavarria One of the City's Most Influential Minority Attorneys, 01.22.18

"Hiring Smart, Disciplining Effectively, and Knowing When to Fire," California Association of Health Facilities, Palm Springs, Calif., 11.12.17