



## Elizabeth M. Toledo

Associate

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Liz represents a variety of clients, including public entities and national manufacturing companies, in business-related contract disputes, product liability claims, toxic torts, and subrogation defense.

In her practice, Liz manages all phases of litigation in federal district courts, California state courts, and other state courts across the country. During the discovery process, she conducts efficient in-depth fact investigations, engages in thorough written discovery, and manages subject matter consultants and experts. She also participates in and takes depositions in these matters. Liz has experience with motion practice, such as successfully moving to dismiss Maryland contract and warranty claims. Liz has also assisted clients with settlement, including engaging in negotiations and preparing settlement agreements.

Liz also represented employers in wage-and-hour and wrongful termination disputes, including defending employers in state and federal court, and before the ALRB. In addition to providing training to supervisors on parental leave policies and harassment prevention, she has also provided counseling to employers on designing and facilitating anti-harassment and wage-and-hour law trainings.

Liz is especially skilled at building and maintaining communicative relationships, as well as collaborating with others to develop creative and efficient solutions to difficult problems. She enjoys providing clients with research- and analysis-based responses to short-term and long-term concerns.

Liz also maintains an active pro bono practice representing clients seeking immigration relief in the United States, working with organizations such as Centro Legal de La Raza, and seeking workplace violence restraining orders for employees of non-profit organizations.

During law school, she was a judicial extern for Magistrate Judge Donna Ryu of the U.S. District Court for the Northern District of California. She was also a litigation intern for the American Civil Liberties Union of Northern California.

## Publications

October 26, 2020

**The Election Season Is Upon Us: Guidance for Managing Political Expression in the California Workplace**

5/25/2018

**Supreme Court Rules That Employees Can Waive Class Action Rights Through Arbitration Agreements**

3/27/2017

**New Fair Employment and Housing Act Regulations Further Limit Consideration of Criminal History in Employment Decisions**

## Services

- Business Litigation
- Employment

## Education

- University of California, Berkeley, School of Law (J.D., 2016)
  - . member, California Law Review; managing editor, Berkeley Journal of Gender, Law & Justice
- Villanova University (B.A., 2009)
  - . *magna cum laude*

## Bar Admissions

- California

## Court Admissions

- U.S. District Court (E.D. Cal.)
- U.S. District Court (N.D. Cal.)
- U.S. District Court (C.D. Cal.)

