

## **Amy J. Osborne**

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### **LEGAL EXPERIENCE**

- **The Law Office of Amy J. Osborne**, Moreno Valley, CA. July 2018 – present. Owner.
  - Primary practice focus is workplace investigations and litigation support.
- **Associates, APC**: Redlands, CA. Of Counsel, July 2018 – 2019; Associate Attorney, July 2016 – July 2018
  - Defense litigation firm, with responsibilities for full case management in employment and personal injury litigation, workplace investigations, advice and counsel.
- **Gresham Savage Nolan Tilden, PC**: Riverside, CA. Senior Associate, October 2013 – July 2016.
  - Public and private entity full-service law firm, with responsibilities, under general supervision, for full case management in a range of corporate litigation and general counsel duties, including litigation case management, workplace investigations, advice and counsel, workplace training.
- **Gutierrez, Preciado & House, LLP**: Pasadena, CA. Associate Attorney, February 2009 – October 2013.
  - Defense litigation firm, with responsibilities, under supervision, for full case managements in employment and personal injury litigation, workplace investigations, and workplace training.
- **San Diego County District Attorney's Office**: San Diego, CA. Post Graduate Law Clerk, Gang Prosecution Unit, July 2008 – February 2009.

### **EDUCATION**

- **California Western School of Law**, San Diego, California. Juris Doctor, Cum Laude; concentration in Employment and Labor Law, With Honors.
  - Law Review Executive Editor
  - Dean's Honor List: 4 terms
- **National University**, San Diego, California. Bachelor of Arts, Magna Cum Laude.

### **PROFESSIONAL ORGANIZATION MEMBERSHIPS**

- California State Bar Litigation Section
- California State Bar Labor and Employment Section
- California State Bar Solo & Small Firm Section
- Association of Workplace Investigators

### **BAR ADMISSIONS**

- California State Bar (2008), Bar No. 258353
- Ninth Circuit Court of Appeals
- United States District Court, Central District of California
- United States District Court, Eastern District of California
- United States District Court, Southern District of California

# Vida Thomas

Partner

T. 916.306.8371



## > Biography

- > Recognition
- > Publications
- > Speaking
- > Affiliations

Workplace investigations give employees an opportunity to be seen and heard, something not often available to them. This drives Vida in her work. She also enjoys the challenge of being compassionate yet impartial, providing a bit of clarity to a confused, emotionally charged situation.

## Experience

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Vida serves as an expert witness in state and federal employment lawsuits and mediates litigation and non-litigation matters. She assisted employers in resolving employment claims, including but not limited to harassment, discrimination and retaliation claims; wrongful termination claims; failure to accommodate and statutory leave violations; whistleblowing claims; wage and hour violations; and invasion of privacy claims. She also serves as a hearing officer in employee discipline appeal hearings.

Vida has conducted more than 200 workplace investigations and is experienced in complying with Title IX, Title 5, the Public Safety Officers Procedural Bill of Rights and the Firefighters Procedural Bill of Rights. She has considerable experience investigating matters within a union setting and is particularly adept at investigating complex matters involving high-profile employers and individuals. A founding member of the Association of Workplace Investigators, she co-chaired the AWI Best Practices committee and helped establish the AWI Guidelines for conducting workplace investigations. She frequently trains attorneys, human resources professionals and EEO officers on how to conduct legally effective workplace investigations.

Vida also routinely conducts sexual harassment prevention training — including AB1825 compliance training — for state agencies and private companies. She teaches managers and supervisors how to implement legally effective performance reviews. She has conducted dozens of seminars on the Americans with Disabilities Act, the Family Medical Leave Act, employee drug testing and sexual harassment investigations. Clients have complimented Vida's knack for making the law accessible, explaining complex legal concepts in a way that is both thorough and easy to understand. She believes training is most effective when it provides concrete, useful tips for navigating today's complicated and highly regulated workplace.

Before joining the firm, Vida was Of Counsel with Stoel Rives LLP and Weintraub Tobin Chediak Coleman Grodin Law Corporation. She began her legal career as an employment litigator at Kronick Moskowitz and then co-founded Carlsen Thomas, LLP, a boutique employment law firm that offered workplace investigations and employee training throughout California for 13 years.

## Outside the Office

Vida loves gardening, which helped her survive law school with her sanity intact. She believes there is nothing more “zen” than feeling the soil move through her fingers.

“I’ve learned that people will forget what you said, people will forget what you did, but people will never forget how you made them feel. “— *Maya Angelou*

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## Education

Pacific McGeorge School of Law, J.D.

California State University, Sacramento; B.A.

## Areas of Expertise

Investigations

Title IX

Trainings

Coaching

Mediation and Conflict Resolution

Expert Testimony

Climate Surveys and Assessments

## Admission

State Bar of California

United States Court of Appeals for the 9<sup>th</sup> Circuit

United States Supreme Court

## Credentials

AWI-CH



### Oppenheimer Investigations Group Launches!

Formerly The Law Offices of Amy Oppenheimer, we are now Oppenheimer Investigations Group, with a new name, website and partnership structure.

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## Investigating Employee Complaints

Amy Oppenheimer and Christina Ro-Connolly discuss what organizations can expect during an investigation in this Corporate Compliance Insights article.

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## Common Ethics & Bias Issues in Employment Law

Christina Ro-Connolly to speak at the 2021 CLA New Employment Law Practitioner Conference

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