



## Alex Rafuse

ASSOCIATE, HE/HIM/HIS

Alex advises on labor and employment matters in a variety of industries.



### Industries

Health Care  
Fashion & Retail Law  
Consumer Products  
Hospitality

### Practices

Labor, Employment & OSHA  
— Labor, Employment & OSHA: Counseling  
— Labor, Employment & OSHA: Litigation  
Complex Litigation  
— Class Actions

### Education

Loyola Law School, JD, 2022  
West Chester University of Pennsylvania, BA,  
summa cum laude, 2016

### Offices

[Los Angeles](#)

### Phone

213.988.6690

### Email

[alex.rafuse@afslaw.com](mailto:alex.rafuse@afslaw.com)

Alex represents employers in every stage of the litigation process, from prelitigation disputes to class certification hearings and trials. Alex specializes in labor and employment matters on behalf of employers of all sizes and has experience in the health care, fashion and retail, hospitality, and temporary staffing industries. Alex's work includes defending wrongful termination, employment discrimination, and counseling employers regarding California and federal employment law issues. Alex helps the firm conduct employee trainings regarding discrimination, harassment, and sexual harassment prevention and respect in the workplace. Alex also routinely represents employers in complex wage and hour and PAGA litigation.

While attending law school, Alex was the president of Loyola Law School's OUTLaw chapter and founded the Legal Name and Gender Marker Pro Bono Project. Alex was also a Production Editor for Loyola Law School's Entertainment Law Review and earned First Honors in his Introduction to Negotiations and Class Actions in the Era of COVID-19 classes.

### Previous Work

Prior to joining ArentFox Schiff, Alex was an associate at an international law firm. Alex previously served as the Judicial extern to the Honorable Sheri Bluebond, United States Bankruptcy Court for the Central District of California.

### Publications

Alex's publications include:

- "Couture Compliance? The Fashion Workers Act Imposes New Labor Protections for Industry Workers," February 2025
- "Understanding Arbitration and Equitable Estoppel: Lessons from Gonzalez v. Nowhere Beverly Hills LLC," December 2024

“Rodriguez v. Lawrence Equipment, Inc.: Employee Lacks Standing to Pursue Representative PAGA Claim After Loss in Arbitration,” November 2024

- “Social Media Creating a Hostile Work Environment: What to Know Following Okonowsky v. Garland,” August 2024
- “Soltero v. Precise Distribution, Inc.: Key Takeaways for Employers Relying on Arbitration Agreements for Temporary Workers,” July 2024
- “Governor Newsom Previews Agreement to Reform the PAGA,” June 2024
- “Huerta v. CSI Electrical Contractors: California Supreme Court Again Clarifies What Counts as Paid Work Time,” April 2024
- “Kim v. Tinder, Inc.: Ninth Circuit Finds Named Plaintiff Inadequate for Having Arbitration Agreement While Other Class Members Did Not,” January 2024
- “New California Law Makes Proving Labor Code Retaliation Claims Easier for Employees,” December 2023
- “Five Key Legislative Updates Affecting California Employers in 2024,” November 2023
- “Employees Entitled to Greater Paid Sick Leave Benefits Starting in 2024,” November 2023
- “California Passes New Law Raising Minimum Wage for Health Care Workers,” November 2023
- “In California, Temporary Layoff Requires Immediate Payout of Vacation,” *Law360*, October 2023

## Memberships

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- Los Angeles County Bar Association
- LGBTQ+ Lawyers Association of Los Angeles

## Professional Activities

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### Pro Bono Work

Alex regularly engages in pro bono work across several areas of law. Primarily, Alex has represented LGBTQ+ nonprofits in employment disputes. Alex has also represented individuals and families in immigration and adoption applications.

## Life Beyond the Law

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Outside of work, Alex spends time with family, friends, and his dog, Olive, and enjoys music and the arts, trying new foods, reading horror fiction, and watching competitive reality television.

### Bar Admissions

California

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### Court Admissions

US District Court, Northern District of California  
US District Court, Southern District of California  
US District Court, Central District of California  
US District Court, Eastern District of California