

Alfonso Estrada

Partner

626-583-8600

alestrada@aalrr.com



Alfonso Estrada works with public and private sector clients on various matters, including employee discipline and claims alleging discrimination, harassment, retaliation, First Amendment violations, and breach of privacy. When those issues escalate into litigation, Mr. Estrada handles all stages of the litigation process through trial if necessary.

Mr. Estrada also conducts administrative investigations pertaining to employee misconduct and harassment, among other areas of inquiry. He has conducted internal investigations for the City of Beverly Hills Police and Fire Departments, City of Anaheim, City of Alhambra Police Department, City of Colton, City of Loma Linda Fire Department, and City of Fresno Fire Department.

Mr. Estrada began his legal career as a Deputy District Attorney for the Los Angeles County District Attorney's Office, where he gained significant trial experience engaging in all aspects of trial, from voir dire through sentencing. Prior to joining AALRR, Mr. Estrada worked extensively with law enforcement unions, representing their members in administrative matters ranging from administrative investigations to discharge hearings, while gaining significant expertise with the Public Safety Officers Procedural Bill of Rights Act. Due to Mr. Estrada's unique legal background, he has spent much of his legal career working with law enforcement as a criminal prosecutor; while representing law enforcement unions; and currently representing law enforcement agencies and executives throughout California.

OFFICE

201 S. Lake Ave
Suite 300
Pasadena, CA 91101

EDUCATION

J.D., University of California, Los Angeles School of Law
B.A., University of California, Berkeley

ADMISSIONS

2008, California
U.S. District Court, Central District of California

PRACTICE AREAS

Investigations, Regulatory Enforcement and White Collar Defense

Labor & Employment Litigation
Litigation

Trials

Workplace Training

LANGUAGES

Spanish

Alfonso Estrada

Representative Matters

- Conducts internal investigations concerning employee misconduct
- Has conducted hundreds of law enforcement disciplinary matters
- Defends employers through challenges to administrative decisions in Code of Civil Procedure § 1094.5 Writ Proceedings
- Conducted arbitration in the area of MOU contract interpretation
- Prosecuted dozens of criminal jury trials to verdict during his time as a Deputy District Attorney for the L.A. District Attorney's Office
- Extensive practice defending and instructing employers against allegations of violations of the Public Safety Officers Procedural Bill of Rights Act

Firm News

AALRR Speakers Announced for December
12.06.2017

Atkinson, Andelson, Loya, Ruud & Romo Names Five New Partners
01.10.2017

Your Legal Rights ~ Hosted By Chuck Finney (Employment Law: Public Employees Laws and Issues)
Your Legal Rights - Hosted By Chuck Finney KALW - Local Public Radio (91.7 FM in San Francisco), 01.28.2016

Events & Speaking Engagements

Mr. Estrada's recent speaking engagements include:

CALPELRA Annual Training Conference:

- *Conducting Effective Administrative Investigations Of Police Officers And Firefighters* - December 2018
- *How To Effectively Handle Challenging Disciplinary Cases* - December 2018
- *Current Legal Landscape Of Police And Fire Departments* - December 2018
- *Responding To Workplace Violence: An Overview Of Violence In The Workplace And Effective Tools For Employers To Combat It* - December 2017
- *The Top Three Lawsuits By Police Officers And How To Avoid Them* - December 2017
- "Trending Policies for Public Employers" - November 2016
- "The Five Biggest Pitfalls Under POBRA/FBOR" - November 2016
- "Preparing Properly For Disciplinary Arbitration to Ensure Success" - October 2015

Alfonso Estrada

City Attorney's Conference:

- "Advanced Concepts in Labor Arbitration and Disciplinary Appeal Hearings" – September 2014

Loyola Law School:

- "Public Safety Officers Procedural Bill of Rights Act and Investigations" – March 2015

AALRR Annual Employment Law Conference/Training/Breakfast Briefings:

- Presenter, Police Records and the CPRA – Trends and Tips on How to Comply with SB 1421 – February 28, 2019, City Attorneys Association of Los Angeles County
- Presenter, New Legislation Targets Law Enforcement: Senate Bill 1421 and Assembly Bill 748 Completely Reshape the Law Regarding Disclosure of Peace Officers' Personnel Files, November 13, 2018, AALRR Cerritos office; November 15, 2018, Costa Mesa Center Club
- Trainer, Conducting Effective IA Investigations: A View from All Angles, March 15, 2018 – Tri County Fair Grounds | Bishop; April 12, 2018 – Cerritos Sheraton | Cerritos; May 2, 2018 – The Pacific Palms Resort | City of Industry; June 22, 2018 – Oakland Marriott; October 3, 2018 – Imperial County
- "The Top Five Lawsuits by Police Officers... and How to Avoid Them" – March 2015

Alerts & Articles

California Considers Expanding Public Access to Peace Officer Personnel Records
08.10.2020

California Supreme Court Rules Video Redaction Costs Under CPRA Are Not Recoverable
05.29.2020

Governor Newsom Extends the Statute of Limitations for Peace Officer Misconduct Investigations by 60 Days Due to COVID-19 Pandemic
04.03.2020

California Court of Appeal Weighs In on Application of SB 1421
02.13.2020

California Supreme Court Unanimously Holds that Law Enforcement Agencies May Share *Brady* Alerts to Prosecutors Notwithstanding *Pitchess* Statutes
09.03.2019

Court of Appeals Says Police Officer's Promotion Can Be Rescinded Based on Pre-Promotion Misconduct
06.21.2019

Alfonso Estrada

Law Enforcement Groups Remove Key Opposition to New Stricter Standard for Lethal Use of Force
06.05.2019

Case Law Begins to Define Peace Officer CPRA Requests
02.19.2019

Governor Brown Signs Senate Bill 1421 and Assembly Bill 748; Making Certain Peace Officer Records Subject to Disclosure Under the California Public Records Act
10.09.2018

Court of Appeal Upholds Discipline of a Police Officer for an Off-Duty Facebook Post
06.27.2018

Court of Appeal Issues Groundbreaking Decision Clarifying Statute of Limitations for POBRA Discipline
06.26.2018

Court of Appeal Defines "Fire Chief" Subject to Removal Under Firefighters Procedural Bill of Rights Act
03.28.2018

Court of Appeal Affirms Limitations on Disciplinary Action for Private Sexual Conduct
02.20.2018

An Agency's Disclosure Obligations Under Brady Still Require Compliance with Pitchess Procedures
08.02.2017

Appellate Court Affirms Discharge of Peace Officer for Improperly Accessing Confidential Records and Making False Statements to Investigators
07.11.2017

California Court of Appeal Confirms that Under the Public Safety Officers Procedural Bill of Rights Act, Administrative Appeal Must Be Provided After Decision to Impose Discipline Is Implemented
07.11.2017

California Appellate Court Allows Police Officer to View Other Officers' Personnel Files
12.15.2016

Removal from SWAT Team and Honor Guard Assignments Was Not Punitive Action Under POBRA
11.18.2016

Dashboard Video of Arrest Is Not a Police Personnel Record
07.26.2016

Alfonso Estrada

Public Safety Officer Must Be Informed of the Nature of an Investigation “Reasonably Prior To” an In
02.17.2016

Blog Posts

Department of Labor Amends FMLA Regulations To Recognize Rights of Same-Sex Spouses in All States
Labor & Employment Law Blog, 03.19.2015

Community & Professional

- Mexican American Bar Association, Member
- Japanese American Bar Association, Member
- MABA Free Legal Clinic, MABA Judicial Endorsement Committee Member
- California Police Chiefs Association, Member
- California State Sheriff's Association, Member