



Alexander Hernaez

Partner

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Alex is a highly experienced litigator who focuses on representing businesses in a full range of employment disputes before state, federal and administrative courts. He is former Managing Partner of the San Francisco office and a former member of the firm's Executive Committee.

Employment Litigation

Alex is known as a vigorous defender of his clients' rights. He has successfully represented companies in all aspects of California and federal employment law including allegations of discrimination, harassment, wrongful termination, breach of contract, retaliation, violations of the California Labor Code, unlawful business practices, unfair competition, exempt/non-exempt and employee/contractor misclassification, defamation, fraud, negligence, breach of contract and the intentional infliction of emotional distress.

Alex also has defended large-scale class actions with a particular emphasis on wage and hour issues, as well as questions arising under the Class Action Fairness Act and California's Private Attorneys General Act (PAGA).

In addition, Alex provides advice and counseling to clients on all employer-employee relationship issues, including the reclassification of employees, the negotiation of employment and severance agreements and compliance with the WARN Act.

Disability Access Litigation

With an emphasis on representing educational institutions, Alex has litigated reasonable accommodation issues with an eye towards reaching amicable solutions between institutions and clients or students.

Commercial Litigation

Alex has extensive experience litigating general commercial disputes.

He is former Managing Partner of the firm's San Francisco office and a former member of the firm's Executive Committee.

Services

- Labor & Employment
- Employment Litigation
- Employment Class Actions

- Wage & Hour Law
- Litigation
- Directors' & Officers' Liability & Corporate Governance

Before Fox Rothschild

Prior to joining the firm, Alex was a partner at Kauff McClain & McGuire LLP in San Francisco, and an associate at Hunton & Williams in Tysons Corner, Virginia.

Before entering private practice, Alex was a law clerk for the Honorable Calvitt J. Clarke, Jr., in the U.S. District Court for the Eastern District of Virginia, and a Staff Attorney in the Civil Division of the U.S. Court of Appeals for the Ninth Circuit.

Client Resources

e-Book

[Doing Business in California: A Guide for Employers](#)

California Employment Law Blog

Alex discusses a wide variety of legal challenges faced by California employers, including class actions, wage and hour, overtime, discrimination, harassment and privacy issues, on the firm's California Employment Law blog.

[View Blog](#)

Bar Admissions

- California
- Virginia

Education

- Georgetown University Law Center (J.D., 1994)
- Villanova University (B.A., *summa cum laude*, *Phi Beta Kappa*, 1991)

Memberships

- American Bar Association - Labor Relations Section
- State Bar of California - Labor & Employment Law Section
- Bar Association of San Francisco

Honors & Awards

- Named a Northern California "Super Lawyer" in the area of Labor and Employment Law by *Super Lawyers Magazine* (2006-2019)
- Named in "Super Lawyers Business Edition" in the area of Employment and Labor Law (2013)
- Named among the "Corporate Counsel Super Lawyers" in the area of Labor and Employment Law (2009-2010)