

## Delia A. Isvoranu



### Professional Associations

- Labor & Employment Section Executive Committee--Alameda County Bar Association (2010)
- President, Labor and Employment Section-Contra Costa County Bar Association (2007)
- Secretary and Treasurer, Labor and Employment Section-Contra Costa County Bar Association (2008)
- Robert G. McGrath American Inn Of Court
- Board Member, Labor and Employment Section-Contra Costa County Bar Association (2006-present)
- Board Member: Women's Section-Contra Costa County Bar Association
- Hellenic Law Society
- The State Bar of California
- Bar Association of Contra Costa County
- Bar Association of San Francisco County
- Bar Association of Alameda County

### Admitted to Practice

- California State Bar - 2003 (State and Federal courts)

### Education

- J.D., University of San Francisco School of Law, 2003
- B.A. cum laude, University of San Francisco, 2000

### In Brief

Ms. Isvoranu is an associate with the firm specializing in the defense of harassment, discrimination, retaliation, wrongful discharge and other employment-related matters, including wage and hour claims. She also works in partnership with in-house counsel and Human Resources personnel to provide guidance and assistance in the areas of employee discipline, termination, layoffs, reductions in force, and responses to DFEH/EEOC and DLSE claims. While at Filice Brown, Ms. Isvoranu has also practiced in the areas of commercial litigation, maritime and premises liability.

Along with founding partner, Robert D. Eassa, she has tried multiple cases involving labor and employment as well as commercial contracts claims, most recently, a race discrimination, harassment and retaliation jury trial in Los Angeles and a local three month wrongful termination and invasion of privacy jury trial, both resulting in unanimous defense verdicts.

Ms. Isvoranu began working at Filice Brown in 2001, following completion of her first year of law school. While in Law School, she received an award for "Best Oral Argument" during the annual Moot Court Competition, the 2001 CALI Award for Excellence in Legal Research & Writing II, the 2002 CALI Award for Excellence in Law & Literature, and the 2003 CALI Award for Excellence in Forensic Evidence.

In 2009, she was named a Northern California "Rising Star," based on peer recognition and professional achievement.

### Representative Matters

#### LABOR & EMPLOYMENT

Ms. Isvoranu has successfully represented and currently represents Chevron (various Chevron entities), CVS/Caremark, Longs Drug Stores California, Inc., Ablestik Laboratories, Henkel Corporation, ICI Paints, Rhodia, Inc. and FCE Benefits Administrators, Inc. in a variety of federal and state court actions, as well as administrative proceedings, involving claims of race, sex, and disability discrimination, harassment, reasonable accommodation and interactive process, retaliation, wrongful termination, CFRA/FMLA leave, breach of employment agreements, assault, battery, false imprisonment, and intentional infliction of emotional distress.

She has also represented Chevron Shipping and Chevron U.S.A., Inc. in a number of maritime actions.

#### COMMERCIAL LITIGATION

Ms. Isvoranu has successfully represented, including at trial and arbitration, Longs Drug Stores California, Inc., Chevron, Spar Group, Inc., and JMA Investments in a number of contract, warranty, negligence and construction actions.

Associate

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## Publications & Presentations

- Co-Presenter, *Legal Landmines of Social Media*, MCLE Presentation (2009)
- Author, *Employer Blogging/Message Boarding Policy--Does Your Client Have One?*, Contra Costa Lawyer Magazine (August 2008)
- Author and Co-Presenter, *Employment Motions: What Works and What Doesn't*, MCLE Presentation (2008)
- Author and Co-Presenter, *Employment and Labor Law Compliance* (2008)
- Author and Co-Presenter, *Employment Law Update* (2007)
- Author, *Employer Ramifications of Office Romances*, Contra Costa Lawyer Magazine (August 2006)
- Author, *Meal Breaks: How Far Must An Employer Go to Ensure Employee Compliance With Meal Breaks*, East Bay Business Times (March 25, 2005)
- Presentation Co-Author, *HR Compliance* in 2006