



F3 Law

Joshua A. Stevens

Partner

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What can I solve for you?

Employers encounter workplace and human resource challenges virtually every day, ranging from routine issues to complex, politically difficult and sometimes volatile high-stakes situations. My clients know that I'm always by their side, ready to draw on my experience and legal skills to help them resolve or prevent their labor and employment problems, while also handling a range of negotiations, arbitrations, investigations and training matters.

What's it like to work with me?

I attended California public schools from first grade through law school and consider it an honor to give back to the institutions that gave me so much. Our clients look for three major qualities: ability, availability and affability, and I bring all three to every matter. In all circumstances, I lay out the options and discuss the risks and advantages of each one. My clients know that ultimately they decide the path to pursue that best dispatches a problem and helps them achieve their mission.

"I attended California public schools from 1st grade through law school. It's the honor of a lifetime to represent public education by giving back to those institutions that gave me so much."



Overview

With two decades of experience in labor and employment law, Joshua “Josh” Stevens represents school districts, boards and administrators throughout Northern California on a range of issues. They include certificated and classified collective bargaining from negotiations through fact-finding; contract grievances and arbitrations; layoffs; conflicts of interest; and all stages of employee discipline, from investigation through dismissal.

Josh advises clients in local governance areas including Public Records Act and Brown Act compliance and violations, as well as First Amendment and free speech issues. He also provides counsel on employees’ rights pertaining to different types of leave and helps clients navigate course corrections in the wake of violations or abuse of that leave.

Always aiming to guide clients in spotting and avoiding pitfalls, Josh regularly trains supervisory employees in the prevention and correction of sexual harassment in the workplace and speaks at workshops and trainings on a host of other labor and employment issues. As a litigator, Josh obtains restraining orders for his clients prohibiting workplace violence.

Previously, Josh externed for the Honorable Thomas A. Wiseman, Jr. of the U.S. District Court for the Middle District of Tennessee, where he did extensive legal research and drafted court opinions. Before law school, he spent a year as a substitute teacher in three California school districts, an experience that augments his client service today.

Whether he’s helping clients with a common question or problem or a novel issue, Josh appreciates the opportunity to help districts navigate whatever issue is causing them stress and anxiety. He enjoys building solid, enduring client relationships and guiding educational organizations through the many challenges they face so they can continue to make a positive impact on the lives of California’s school children.

Over the years, Josh has built a deep well of knowledge about Public Employment Relations Board (PERB) unfair labor practice charges and discrimination and retaliation complaints under the Equal Employment Opportunity Commission (EEOC), California Civil Rights Department (formerly the Department of Fair Employment and Housing), and California Department of Industrial Relations (DIR).]



Experience Highlights

Externships

- Externed for the Honorable Thomas A. Wiseman, Jr. of the U.S. District Court for the Middle District of Tennessee, where he did extensive legal research and drafted court opinions

Education

- University of California, Hastings College of the Law (J.D.)
- University of California, Santa Barbara (B.A., *cum laude*)

Admissions

Bar Admissions

- California

Related Services

- Employment Law
- Governance & Leadership
- Investigations
- Labor Relations & Negotiations

Related Clients

- Public Education K-12