



COUNSEL TO CALIFORNIA EMPLOYERS®

## Todd R. Wulffson

### Partner

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### About Todd

Todd R. Wulffson has focused his practice on counseling and defending businesses in labor and employment matters for over 30 years. In addition to private practice, from 2006-2010, he served as General Counsel and SVP of Human Resources to Palace Entertainment, overseeing the SEC filings, legal and human resources issues for a company with over 12,000 employees at 40 locations in 11 states.

Todd currently assists clients ranging from local sole proprietorships to large, multi-national corporations. He has considerable experience representing employers in the entertainment, manufacturing, banking, hospitality, financial services and retail industries. With both business and legal experience, Todd focuses on advising employers on human resources matters, and implementing proactive measures to reduce risk and cost. He has defended employers in both state and federal court, in matters before the Public Employment Relations Board and the National Labor Relations Board, and in administrative proceedings before the State Labor Commissioner and the Fair Employment and Housing Commission. He has significant traditional labor law experience, and is a veteran of numerous union organizing drives.

Todd also has substantial experience in the evolving area of Social Media Law. He is a frequent speaker, author and resource to employers nationwide on analyzing employee-related social media issues, preparing social media policies and procedures, and defending actions involving social media liability claims.

### Publications

"Staying Compliant: Top Legal Risks for California Employers in 2024," Orange County

### Education

Loyola Law School, Los Angeles, J.D., cum laude, 1990

- Editor on Loyola of Los Angeles Law Review

University of California at Los Angeles, B.A., Economics and Business, 1987

### Written Opinions

Nixon v. AmeriHome Mortgage Company, LLC, 67 Cal. App. 5th 934 (2021)

Levanoff v. Dragas, 65 Cal. App. 5th 1079 (2021), rehearing denied (July 14, 2021)

Sacramento

San Francisco

Los Angeles

Orange County

San Diego



Business Journal, October 2024

"Evolving Cannabis Laws: 3 Common Mistakes Employers Should Avoid," HR Morning, January 2024

"Navigating Remote Work Challenges: Top Five Issues for California Employers," Orange County Business Journal, October 2023

"Problems With Hybrids, And We're Talking About Your Employees, Not Your Car," Orange County Business Journal, October 2022

"Heading Into 2022: How California Employers Can Avoid a COVID Legal Infection," Orange County Business Journal, October 2021

"Expense Reimbursement Guidelines in California Have Acquired an Infection," OC Lawyer Magazine, August 2021

"3 Wage and Hour Tips for Weathering Natural Emergencies," Quoted, Law360 Employment Authority, June 2021

"Temperature Checks Are Gone From Some Theme Parks and Elsewhere," Quoted, CNN, May 2021

"Zoom Meetings, Hybrid Work Models - What to expect when returning to the office," Podcast Interview, KCRW/NPR, April 2021

## Presentations

"New California Employment Laws & Developments for 2026," Co-Presenter, CDF Webinar Series, December 2025

"Workplace Investigation Essentials for Employers - Navigating Legal Minefields," Co-Presenter, CDF Webinar Series, May 2025

"Golden Rules Gone Wrong: Top 10 Compliance Hazards for California Workplaces in 2025," Co-Presenter, CDF Webinar Series, January 2025

"The Top 10 Current Legal Headaches for California Employers in 2024," Co-Presenter, CDF Webinar Series, October 2024

"California Workplace Violence Prevention Plan Requirements and Compliance Overview," Co-Presenter, California Chiropractic Association, May 2024

"No Plan, No Problem - California Workplace Violence Prevention Plan Requirements



and Compliance Overview," Co-Presenter, CDF Webinar Series, May 2024

"Up in Smoke: A Blunt Discussion of Applicant and Employee Drug Testing in California in 2024," Co-Presenter, CDF Webinar Series, January 2024

"Managing Post Pandemic Remote Work - Top Ten Things CA Employers Need to Know," Co-Presenter, CDF Webinar Series, January 2023

"COVID-2022 - New Variants, New Regulations, and New Administrative Headaches," Co-Presenter, CDF Webinar Series, January 2022

"COVID-19 Related Employment Issues Impacting the Healthcare Industry," Co-Presenter, CDF Healthcare Education Week Webinar Series, October 2021

"COVID Consequence: Allowing Ongoing Remote Work as an Accommodation for Religion or Disability," Co-Presenter, Employment Law Roundtable of Southern California, October 2021

"COVID-19 Compliance for California Employers - New Vaccine Mandates (plural) and Ongoing Administrative Concerns," Co-Presenter, CDF Webinar Series, September 2021

"Top 10 Employment Concerns for CA Employers Related to Returning to Work and COVID Vaccinations," Co-Presenter, CDF Webinar Series, May 2021

"Employer Considerations for Mandating the COVID-19 Vaccine and Best Practices for Bringing Employees Back-to-Work," Greater LA Chapter of the Association of Legal Administrators, April 2021

## Recognitions

Listed, Best Lawyers®, Employment Law (Management), Irvine, CA, 2026

Listed, Southern California Super Lawyers, 2003 - 2006, 2017 & 2021 - 2026

National Philanthropy Day, Spirit of Philanthropy Award Winner, Orange County

**Distinguished Service Award** for 25 Years of Committed Service to the Constitutional Rights Foundation, 2018

Orange County Bar Association, 1990 - present

Forbes HR Council, 2017 - present



COUNSEL TO CALIFORNIA EMPLOYERS®

BTI Client Service All-Star Among Fortune 1000 Companies

CDF Orange County Office Managing Partner, 2016 - present

## Civic Activities

Constitutional Rights Foundation of Orange County, 1993 - present

- ▶ Board Member and Past President
- ▶ Honoree, Distinguished Service Award, 2018

Troop 1518, Boy Scouts of America, Scoutmaster, 2003 - 2014

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