HansonBridgett



Alfonso Estrada

Partner

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Firm Leadership

Employment Litigation Practice Leader
Workplace Investigations Practice Co-Leader

Areas of Focus

- False Claims Act and Government Investigations
- Labor and Employment
- Workplace Investigations

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Alfonso is an experienced labor and employment attorney who is well-versed in all stages of the litigation process. He represents both public and private sector clients in matters involving discrimination, harassment, retaliation, First Amendment violations, and more. He has a wealth of trial experience and previously worked with law enforcement as a criminal prosecutor.

In addition to the litigation side of his practice, Alfonso also focuses part of his practice in investigations related to employee misconduct and harassment, as well as regulatory enforcement and white-collar defense matters. Throughout his career, Alfonso has worked extensively with law enforcement agencies and unions across California in a variety of matters. He has successfully conducted complex internal investigations for several notable agencies, including the City of Beverly Hills Police and Fire Departments, City of Anaheim, City of Alhambra Police Department, among others. Prior to joining the firm, Alfonso worked as a Deputy District Attorney for the Los Angeles County District Attorney's Office.

Alfonso is affiliated with several professional organizations and regularly presents his expertise at conferences. Outside of his practice, he volunteers as a Certified Instructor for the Commission on Peace Officer Standards and Training.

Representative Work

Conducted internal investigations concerning employee misconduct.

Conducted hundreds of law enforcement disciplinary matters.

Defended employers through challenges to administrative decisions in Code of Civil Procedure § 1094.5.

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 Los Angeles District Attorney's Office.

Significant Civil Litigation and Jury Trial Experience defending public and private employers.

Defended and instructed employers against allegations of violations of the Public Safety Officers Procedural Bill of Rights Act.

Publications

"Court Broadens CPRA Access to Police Shooting Investigations," co-author, Labor and Employment Legal Alert (July 2025)

"Public Records in Confidential Files Not Protected Under § 502," co-author, Labor and Employment Legal Alert (July 2025)

"As ICE Rolls Into California, Current Law Enforcement Immigration Protections May Roll Out," co-author, Labor and Employment Legal Alert (June 2025)

"Employer's Good Faith Belief Is A Defense To Wage Statement Penalties, Says The California High Court," co-author, Labor and Employment Legal Alert (May 2024)

"Exiting Executives - A Guide to Terminating Senior Executives Around the Globe," co-author, Shoosmiths (May 2024)

"California Court of Appeal Finds That The California Labor Code Does Not Compel California State University to Reimburse Professor for Remote Teaching Expenses," co-author, Labor and Employment Legal Alert (October 2023)

"The WGA's Strike Rules Provide Guidance on What is Allowed and Prohibited During the Strike," co-author, Corporate Legal Alert (June 2023)

"Court of Appeal Rules An Elected Sheriff's Personnel Records May Be Discoverable Through A Public Records Act Request," co-author, Appellate Legal Alert (September 2022)

“Senate Bill 221 Gives Mental Health Workers Unbargained for Leverage in Negotiations with Kaiser Permanente,” *Daily Journal* (September 2022)

“New Masking Guidance for California Employers,” Labor & Employment Law Alert (March 2022)

“The ‘Pokemon’ Case – Court Upholds Termination Based on Unintentional In-Car Dash Cam Recording of Peace Officers Hunting a Snorlax,” Labor & Employment Law Alert (February 2022)

“Additional Law Enforcement Reform Amendments, Expansions, and Changes Signed Into Law by Governor,” Labor & Employment Law Alert (November 2021)

“California Signs Police Reform Legislation Into Law,” Labor & Employment Law Alert (October 2021)

Presentations

“Investigating Elected Officials When They Overstep,” co-speaker, CALPELRA (November 2025)

“Pre-arbitration strategies: Winning your case in the grievance process,” co-speaker, CALPERLA (November 2025)

“Reaching Beyond The Workplace Door: Regulating Off-Duty Conduct,” co-speaker, CALPELRA (November 2024)

“POST Management Course: Legal Update,” speaker, Kern County Law Association (September 2025)

“The Five People You Meet In An Investigation: Handling Differing Personalities And Getting To The Crux Of The Matter,” co-speaker, CALPELRA (November 2024)

“Are You Calling Me A Liar? Properly Assessing Credibility In Investigations,” co-speaker, CALPELRA (November 2024)

“Public Safety Legal Update: New Laws Enacted And On The Horizon,” speaker, CALPELRA (November 2024)

“Harassment Prevention Training for Supervisors and Officials (AB 1661),” co-speaker, League of California Cities Annual Conference and Expo (October 2024)

“Nuts and Bolts of Arbitration,” CLA 2024 New Employment Practitioner Conference (January 2024)

“Law Enforcement Legal Update: The Continued Push For Transparency In Policing,” CALPELRA Annual Training Conference (November 2023)

“Public Safety Update: New Police Reform Legislation And The Impact On Public Safety,” CALPELRA Annual Training Conference (November 2022)

“Raising The Bar On Workplace Investigations: Best Tips And Practices From A Panel Of Workplace Investigators,” CALPELRA Annual Training Conference (November 2022)

“Remote Workplace vs. In-Person Workplace - Risks and Rewards,” Mid-Year Labor & Employment Seminar (July 2022)

“Preparing for Success in Disciplinary Arbitrations,” 2022 Annual Labor & Employment Seminar (January 2022)

“Mid-Year Employment Case Updates & New Laws,” 2021 Labor & Employment Mid-Year Update (June 2021)

“Law Enforcement Update,” CALPELRA Annual Training Conference (November 2020)

“Can You Take The Heat? Conducting Effective Internal Affairs Investigations In The Era Of Transparency,” CALPELRA Annual Training Conference (November 2019)

“Tackling Tough Cop Cases: The Most Difficult Issues In Law Enforcement Discipline,” CALPELRA Annual Training Conference (November 2019)

“Technology To The Rescue: How To Best Utilize Electronic Evidence To Win A Disciplinary Case,” CALPELRA Annual Training Conference (November 2019)

“Conducting Effective Administrative Investigations Of Police Officers And Firefighters,” California Public Employers Labor Relations Association’s Annual Training Conference (December 2018)

“How To Effectively Handle Challenging Disciplinary Cases,” California Public Employers Labor Relations Association’s Annual Training Conference (December 2018)

“Current Legal Landscape Of Police And Fire Departments,” California Public Employers Labor Relations Association’s Annual Training Conference (December 2018)

“Responding To Workplace Violence: An Overview Of Violence In The Workplace And Effective Tools For Employers To Combat It,” California Public Employers Labor Relations Association’s Annual Training Conference (December 2017)

"The Top Three Lawsuits By Police Officers And How To Avoid Them," California Public Employers Labor Relations Association's Annual Training Conference (December 2017)

"Trending Policies for Public Employers," California Public Employers Labor Relations Association's Annual Training Conference (November 2016)

"The Five Biggest Pitfalls Under POBRA/FBOR," California Public Employers Labor Relations Association's Annual Training Conference (November 2016)

"Preparing Properly For Disciplinary Arbitration to Ensure Success," California Public Employers Labor Relations Association's Annual Training Conference (October 2015)

"Public Safety Officers Procedural Bill of Rights Act and Investigations," Loyola Law School (March 2015)

"Advanced Concepts in Labor Arbitration and Disciplinary Appeal Hearings," City Attorney's Conference (September 2014)

Press

"California Legislator Introduces Bill To Prohibit Trump-Era ICE Agents From Employment as Educators and Peace Officers," *Continuing Education of the Bar* (March 2026)

"Hanson Bridgett's Alfonso Estrada on How Employers Can Prepare for Immigration Enforcement Actions," *Continuing Education of the Bar* (September 2025)

"Laura Coates Live," *CNN* (June 2025)

"Has Trump Overblown the Threat of Protests? Residents, Local Officials Say Yes," *USA Today* (June 2025)

"Hanson Bridgett in Growth Mode, Particularly in LA," *Daily Journal* (September 2022)

"Why the Vanessa Bryant trial over Kobe crash photos has gotten so gruesome," *USA Today* (August 2022)

"They're Going to Lose': Treatment of Vanessa Bryant Shows Cracks in Case" NBC News (December 2021)

"Chemerinsky and Welch on the SCOTUS Abortion Case, Fiset on the 'Rust' Shooting, Estrada on Vanessa *Bryant v. LA County*, and Much More," *Legal Face-Off*, WGN Radio 720 (December 2021)

"Vanessa Bryant Lawsuit a 'No-Win' Situation for LA County Trying to Put Up Defense," *USA Today* (December 2021)

"Question looms over Vanessa Bryant Lawsuit Against Los Angeles County: What Does She Want?," *USA Today* (November 2021)

"Los Angeles County Seeks Summary Judgment Against Widow of Kobe Bryant in Lawsuit," *USA Today* (November 2021)

"On the Move," *Daily Journal* (May 2021)

Honors & Awards

Leaders of Influence - Labor & Employment Attorney, *Los Angeles Business Journal* (2022)

Top 100 Labor & Employment Attorney, *The Daily Journal* (2022)

Leader in Law, *Los Angeles Business Journal* (2021)

Professional Affiliations

Board of Trustees, *Mexican American Bar Association* (2025)

MABA Free Legal Clinic

Association of Business Trial Lawyers

Leadership Council on Legal Diversity, Fellow (2024)

Judicial Clerkships

Judicial Extern for the Honorable Justice R. Gary Klausner, United States District Court for the Central District of California

Education

J.D., University of California, Los Angeles School of Law (2008)

B.A., University of California, Berkeley (2005)

Admissions and Courts

California

U.S. District Court for the Central District of California