



# Frank Olah

SHAREHOLDER

LOS ANGELES

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CONNECT

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## Overview

Frank Olah represents employers in workplace law matters, with a focus on defending employers against allegations of discrimination, harassment, whistleblower retaliation, wage and hour violations, and related claims.

He has extensive experience defending employers in single- and multi-plaintiff lawsuits, class and representative actions, and arbitration proceedings. His practice spans claims involving wrongful termination, discrimination, sexual harassment, retaliation, and wage and hour issues under Section 1981, Title VII, California's Fair Employment and Housing Act (FEHA), the Americans With Disabilities Act (ADA), the Age Discrimination in Employment Act (ADEA), the Family and Medical Leave Act (FMLA), the Fair Labor Standards Act (FLSA), and California's Private Attorneys General Act (PAGA). He regularly appears before federal and state courts as well as administrative agencies.

Clients value Frank's meticulous attention to detail during investigations and discovery, his ability to clearly communicate risks and strategies, and his skillful negotiation in mediations. He works closely with employers to evaluate potential exposure, advise on options for mitigating risks, and develop pragmatic solutions that align with business objectives.

In addition to his litigation work, Frank counsels management on employment practice audits, effective human resources strategies, and the preparation of employment policies, social media

guidelines, handbooks, employment agreements, independent contractor agreements, and severance packages.

## Areas of Focus

### Practices

- [Labor & Employment](#)

## Insights

12.16.2025

California Strengthens Pay Equity With Enhanced Reporting Mandates

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11.11.2025

California Expands Limitations and Recovery Periods for Equal Pay Act Claims

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10.27.2025

California Bans Stay-or-Pay Contracts and TRAPs

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## News

07.25.2025

Frank Olah Featured in The Recorder: “Demand for Labor and Employment Lawyers in California Persists”

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07.25.2025

Frank Olah Featured in Daily Journal’s “On the Move” Newsletter

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07.25.2025

Frank Olah Featured in Attorney at Law Magazine’s “Talk of the Town”

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07.21.2025

Leading Labor and Employment Attorney Frank Olah Joins Carlton Fields

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## Credentials

### Education

- University of Miami School of Law (J.D., 2006)
  - Editorial Board, *University of Miami Inter-American Law Review*
  - International Moot Court Board
- Washington and Lee University (B.A., 1996)

### Bar Admissions

- California

### Court Admissions

- U.S. Court of Appeals, Ninth Circuit
- U.S. District Court, Central District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California