BBK
BEST BEST & KRIEGER LLP

PARTNER

Joseph R. Sanchez

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San Diego / Houston

Partner Joey Sanchez is a member of the firm's Labor & Employment and Education Law practice groups. Joey advises clients on a variety of labor and employment issues including collective bargaining, employee discipline and termination, family medical leave laws, wage and hour issues, disability leaves, equal employment opportunity laws and federal transit labor law. Joey also serves as general counsel for public school districts and fire districts.

Labor and Employment

Joey has significant experience in representing public agencies as labor counsel. Prior to joining BBK, Joey served as lead labor counsel for the City of San Diego and represented the City in negotiating with its five labor unions. He represents numerous special districts, cities, schools and other public agencies in a broad range of labor and employment issues, including policies and procedures, employee discipline, employee leave, collective bargaining, wage and hour, Equal Employment Opportunity Commission laws, administrative hearings and Peace Officer Bill of Rights/Firefighter Bill of Rights.

Joey also serves as lead labor negotiator for several public agencies. He has significant experience representing districts in administrative proceedings, including successfully defending unfair labor practice charges before the Public Employment Relations Board and in grievance arbitrations and mediations. He also has experience responding to complaints made to the EEOC and Department of Fair Employment and Housing office. Joey can provide representation in all matters of labor relations, personnel administration and collective bargaining.

School Law

Joey serves as general counsel to several school districts and special districts including the San Ysidro and El Centro Elementary school districts and the Imperial and Ventura County Community College Districts. He has extensive experience in advising clients on a variety of public law matters including the Brown Act, Public Records Act, election issues and ethics and conflict of interest issues. He regularly attends board meetings and provides advice on board agendas and parliamentary procedure. Joey also has experience in guiding elected

CORE PRACTICES

Business Services & School Facilities

Education Law

Education Litigation

Labor & Employment

Labor & Employment Litigation

Labor Negotiations & Other Union Matters

Municipal Law

Wage & Hour Law

California Public Records Act

EDUCATION & ADMISSIONS

Education

University of San Diego School of Law, J.D.

Southwestern University, B.A., history and sociology, magna cum laude

Bar Admissions

California

Texas

officials and district administration in communicating with the public and the media.

Joey also has provided specialized training to school boards and staff on various topics including; the Role of the Board, the Brown Act, Ethics, Sexual Harassment Avoidance, and Social Media in the Workplace. He advises school districts on a variety of labor and employment issues, including employee discipline and termination (certificated and classified), family medical leave laws, wage and hour issues, disability leaves, equal employment opportunity laws, certificated and classified layoffs, employee benefits and issues related to the collective bargaining process. Joey serves as lead labor negotiator and/or lead labor counsel for several school districts and public agencies including San Diego Community College District, Cajon Valley School District, El Centro Elementary School District, El Rancho Unified School District, and Ventura County Community College District.

Public Safety

Joey has significant experience in representing fire districts and city fire departments. He is general counsel and labor counsel for the largest fire district in San Diego County, San Miguel Consolidated Fire Protection District, and serves as labor and employment counsel for several fire protection districts throughout the state, including Big Bear Fire Department.. He has also provided legal advice to the City of Redlands and the National City fire departments and served as labor negotiator and labor counsel for the City of Vernon Fire Department. Prior to coming to BBK, he worked for the City of San Diego as a deputy city attorney and served as lead legal advisor to the San Diego Fire-Rescue Department and San Diego Medical Services LLC. Joey also has significant experience with the Peace Officer Bill of Rights/Firefighter Bill of Rights.

Earlier in his career, Joey worked as a criminal prosecutor and conducted numerous bench and jury trials.

Accolades

- *Lawdragon*, 500 Leading Corporate Employment Lawyers, 2027
- Top Labor & Employment Attorney, *Daily Journal,* 2021
- *San Diego Metro Magazine* Top Lawyer, 2020

Thought Leadership

Publications

- “Judge Strikes Down California Teacher Tenure Laws as Unconstitutional,” *BBK Legal Alert*, June 16, 2014
- “Court Finds School District Improperly Classified Teachers Hired for Categorically Funded Programs,” *BBK Legal Alert*, Mar. 7, 2012
- “AB 646 Requires Fact Finding by Public Employers Prior to Declaration of Labor Impasse,” *BBK Legal Alert*, Oct. 28, 2011

Presentations

- "Drug Testing in the Public Sector: Legal Updates, New Technology, and Policy Best Practices, "California Public Employers Labor Relations Association Annual Training Conference, Nov. 18, 2026
- "You Can’t Say That!: Free Speech Issues In Public Employment," California Public Employers Labor Relations Association Annual Training Conference, Nov. 21, 2025
- "Under Pressure: Defusing Workplace Conflict During Trying Times," California Public Employers Labor Relations Association Annual Training Conference, Nov. 20, 2025
- "The Next Generation: How To Legally Address Employee Use Of Social Networking And Other Media," California Public Employers Labor Relations Association Annual Training Conference, Nov. 20, 2025

- "Conducting Personnel Investigations: Finding The Facts!" California Public Employers Labor Relations Association Annual Training Conference, Nov. 14, 2024
- "We Just Received An EEOC/DFEH Complaint...Now What?" California Public Employers Labor Relations Association Annual Training Conference, Nov. 15, 2023
- "Disciplining Firefighters Under FBOR From Investigation Through Hearing: All You Need to Know," California Public Employers Labor Relations Association Annual Training Conference, Nov. 15, 2023
- "Under Pressure: Defusing Conflict in the Workplace During These Trying Times" California Public Employers Labor Relations Association's Annual Training Conference, Nov. 17, 2021
- "Annual Labor & Employment Update," BBK Webinar, Dec. 10, 2020
- "Bullies, Brutes and Blowhards: Dealing with Bullies and Other Morale Killers in the Workplace," California Public Employers Labor Relations Association Annual Training Conference, Nov. 19, 2020
- "Disciplining Firefighters Under FBOR From Investigation Through Hearing: All You Need to Know," California Public Employers Labor Relations Association Annual Training Conference, Nov. 18, 2020
- "Lessons Learned from the Pandemic: What We Never Thought of Before COVID-19," California Public Employers Labor Relations Association Annual Training Conference, Nov. 16, 2020
- "Annual Labor & Employment Update," BBK Webinar, Dec. 10, 2019
- "Disciplining Firefighters Under FBOR From Investigation Through Hearing: All You Need to Know," California Public Employers Labor Relations Association Annual Training Conference, Nov. 20, 2019
- "Bullies, Brutes, and Blowhards: Dealing with Bullies and Other Morale Killers In the Workplace," Bay Area Assessors' Association 2019 Management Conference, California Assessors' Association, Apr. 17, 2019
- "Annual Labor & Employment Update," BBK Webinar, Dec. 13, 2018
- "Bullies, Brutes, and Blowhards: Dealing With Bullies and Other Morale Killers in the Workplace," California Public Employers Labor Relations Association Annual Conference, Dec. 5, 2018
- "Janus Decision," San Diego Special Districts Association Regional Meeting, California Special Districts Association, Aug. 16, 2018
- "Facebook Faux Pas-17.0: How to Legally Address Employee Use of Social Networking Websites and Other Technological Media," California Public Employers Labor Relations Association's Annual Training Conference, Dec. 8, 2017
- "Disciplining Firefighters Under FBOR from Investigation Through Hearing: A Practical Approach," California Public Employers Labor Relations Association's Annual Training Conference, Dec. 7, 2017
- "You Can't Say That! Free Speech Issues in Public Employment," California Public Employers Labor Relations Association's Annual Training Conference, Dec. 6, 2017
- "You Can't Say That! Free Speech Issues In Public Employment," California Public Employers Labor Relations Association's Annual Training Conference, Nov. 2, 2016
- "Annual Labor & Employment Update," BBK Webinar, Dec. 10, 2015
- "You Can't Say That! Free Speech Issues In Public Employment," California Public Employers Labor Relations Association Annual Conference, Oct. 21, 2015
- "We Just Received A DFEH Complaint . . . Now What?" California Public Employer Labor Relations Association's 5th Annual Conference, Oct. 16, 2014