Alecia Whitaker Winfield

Shareholder

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Focus Areas

Audit Services
Wage and Hour
Policies, Procedures and Handbooks
Discrimination and Harassment
Training - Compliance, Ethics, Leadership
Inclusion, Equity and Diversity

Overview

Alecia W. Winfield advises and represents a broad range of employers in industries such as manufacturing, healthcare and retail, among others. She works with in-house counsel and human resources to provide advice and counsel on challenging personnel and policy-related issues, corrective actions, terminations and leaves of absence. She defends employers in single-plaintiff discrimination, harassment and wrongful termination lawsuits, and wage and hour class actions.

As a core member of the firm's Employment Practices Audits Practice group, Alecia oversees and implements employment practices audits using the firm's innovative technology product, Audit QB. She works on audits locally and nationally, which include reviews of wage and hour compliance under the Fair Labor Standards Act, state wage and hour laws, and state and federal overtime exemptions.

Alecia's extensive experience in employment litigation includes appearances in state and federal courts and before the Equal Employment Opportunity Commission, the Department of Fair Employment and Housing, the U.S. Department of Labor and the Department of Industrial Relations Division of Labor Standards Enforcement. She has specific experience with claims involving:

- Title VII

- The Americans with Disabilities Act
- The Family and Medical Leave Act
- The Fair Employment and Housing Act
- The California Family Rights Act
- Wage and hour laws

Alecia regularly counsels and provides training to employers on a variety of human resources issues, such as:

- Employee handbooks and policies
- Employee discipline and termination
- Workplace investigations
- Medical leaves
- Disability accommodations
- Wage and hour compliance
- Harassment and discrimination prevention
- Effective management

Professional and Community Affiliations

- Member, Board of Directors, Crystal Stairs, Inc.
- Member, Executive Committee, Labor and Employment Section, Beverly Hills Bar Association
- Member, Los Angeles County Bar Association
- Member, John M. Langston Bar Association
- Member, The Ebell of Los Angeles

Recognition

- Named, Minority Leaders of Influence, *Los Angeles Business Journal*, January 28, 2021
- Named, Rising Star in Employment and Labor, Southern California, *Super Lawyers*, 2012

Education

J.D., Pepperdine University School of Law, 2000
B.A., University of California, Los Angeles, 1997

Bar Admissions

California

Courts

U.S. District Court, Central District of California
U.S. District Court, Southern District of California

Publications & Press

Growing trend of Diversity and Inclusion (D&I); global development pushing India too
Apparel Resources
September 15, 2022

How to Keep Good People Through the Great Resignation
Workhuman
September 16, 2021

How #BLM has redefined D&I in the workplace
Human Resource Executive
October 2, 2020

Wage and Hour Guide for Residential Care Facilities in California, co-authored by Tammy McCutchen, Alecia Winfield and Ashley Brick
June 2015

Littler Mendelson Announces the Promotion of 14 Associates to Shareholders
Littler Press Release
January 3, 2011

Speaking Engagements

2024 Southern California Breakfast Briefing Series - Los Angeles
Los Angeles, CA
February 15, 2024

Where in the USA is Erin Winnebago... Causing Your Next Wage and Hour Compliance Challenge?
September 28, 2022

Where in the U.S.A. Is Erin Winnebago... Causing Your Next Wage and Hour Compliance Challenge?
Littler Executive Employer Conference
May 5, 2022

New Year, New Handbook Policies
February 8, 2022

Timely Talk About Wage and Hour Law: Latest Developments on Nonexempt Wage and Hour Compliance in California
March 9, 2021

2020 Virtual California Employer
November 19, 2020

Southern California Legal Update Series - Los Angeles
Beverly Hills Marriott1150 South Beverly DriveLos Angeles, CA 90035 Los Angeles, CA
January 29, 2019

Breaking Up Is Hard to Do: Managing Challenges that Arise When the Employment Relationship Ends
Littler Executive Employer, Phoenix, AZ
May 3, 2018

Labor Law Seminar 2015
Crenshaw Chamber of Commerce
October 22, 2015

Wage and Hour Compliance Strategies for Residential Care Facilities
6Beds, Inc.
August 1, 2015

The Interplay Between State and Federal Law: Best Practices for California Home Care Providers
Home Care Association of America
March 17, 2015

Employee From Hell
Los Angeles, CA
February 28, 2014

Everything You Need To Know About Employee Investigations and Discipline But Were Afraid To Ask
Labor and Employment Law Section - Beverly Hills Bar Association
September 10, 2013