



Elisa Nadeau

Shareholder

50 West San Fernando Street

7th Floor

San Jose, CA 95113

main: (408) 998-4150

direct: (408) 961-7119

fax: (408) 288-5686

enadeau@littler.com



Focus Areas

Discrimination and Harassment

Wage and Hour

Class Actions

Appellate

Overview

Elisa Nadeau handles all types of litigation, including wage and hour class actions – misclassifications and off-the-clock meal and rest break cases, and individual harassment, discrimination and retaliation claims. She advises and counsels employers on various topics, such as the interactive process, proper classification of employees, wage and hour issues and handbook and policy drafting and revisions.

Elisa regularly assists clients in labor commissioner proceedings before the Division of Labor Standards and Enforcement and in responding to Equal Employment Opportunity Commission (EEOC) and other administrative agency audits.

Elisa has extensive appeals experience, including briefing for approximately twenty appeals. She wrote the briefs in a California Supreme Court case wherein she successfully argued a court of appeal erred in applying Occupational Safety and Health Administration (OSHA) laws to a homeowner who unwittingly hired an unlicensed tree trimmer. She has also presented oral argument in ten cases before various courts of appeal in California. In addition, she has substantial jury trial experience, having prosecuted four misdemeanor cases as a volunteer attorney at the San Francisco District Attorney's Office.

Professional and Community Affiliations

- Founder, Silicon Hastings, UC Hastings College of Law

- Member, Appellate Court Executive Committee, Santa Clara County Bar Association
- Co-Chair, Appellate Court Executive Committee, Santa Clara County Bar Association, 2003
- Former Board Trustee, City of Mountain View Library

Education

J.D., University of California, Hastings College of the Law, 1998

B.A., University of California, Berkeley, 1994, *cum laude*, *Phi Beta Kappa*

Bar Admissions

California

Courts

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, Federal Circuit

California Supreme Court

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Publications & Press

Annual Report on EEOC Developments – Fiscal Year 2021

Little Report

April 26, 2022

Did Your Business Pay Break Premiums AND Bonuses? California Has A Penalty For That, Too

Little Insight

July 16, 2021

Annual Report on EEOC Developments – Fiscal Year 2020

Little Report

March 1, 2021

New DOL Guidance Expands Eligibility for the Commissioned Employee Overtime Exemption

Little ASAP

September 2, 2020

Predictive-Scheduling Rules Are Unpredictable Due to Coronavirus

SHRM Online

April 7, 2020

Working from home? Here are answers to questions about taxes, expenses and lunch

San Francisco Chronicle

April 4, 2020

The California Stay At Home Order – Breaking It Down

Little ASAP

March 22, 2020

Thinking It Through: Wage and Hour Implications of Employer Responses to the Coronavirus

Little Insight

March 10, 2020

Annual Report on EEOC Developments – Fiscal Year 2019

Little Report

March 5, 2020

Little Elevates 28 Attorneys to Shareholder

Little Press Release

January 6, 2020

Easily “Shocked”? At Least for Wage Claims, California Supreme Court Lowers Standard for Unconscionability in Arbitration Agreements

Little ASAP

September 18, 2019

Annual Report on EEOC Developments – Fiscal Year 2018

Little Report

January 28, 2019

Stop and Go: California Court Holds that Company Vehicle Does Not Transform Commute into Working Time

Little ASAP

November 19, 2018

Annual Report on EEOC Developments — Fiscal Year 2017

Little Report

February 27, 2018

Annual Report on EEOC Developments – Fiscal Year 2016

Little Report

February 27, 2017

Annual Report on EEOC Developments – Fiscal Year 2015

Little Report

January 12, 2016

Annual Report on EEOC Developments - Fiscal Year 2014

Little Report

January 5, 2015

Annual Report on EEOC Developments - Fiscal Year 2013

Little Report

January 22, 2014

Annual Report on EEOC Developments – Fiscal Year 2012

Little Report

January 8, 2013

Do State OSHA Regulations Apply to Homeowners?

FDCC Quarterly

2004

Speaking Engagements

San Jose Breakfast Briefing Series - February Session

San Jose, CA

February 6, 2020

San Jose Breakfast Briefing Series - January Session

San Jose, CA

January 28, 2020

2018 Bay Area Breakfast Briefing Series

San Francisco, CA

January 31, 2018

2018 Bay Area Breakfast Briefing Series

San Francisco, CA

January 10, 2018

2017 Bay Area Breakfast Briefing - San Jose

San Jose, CA
February 2, 2017

2017 Bay Area Breakfast Briefing - Mountain View

San Francisco, CA
January 18, 2017

Labor & Employment Law Developments: Looking Back at 2015 and Ahead to 2016

Littler, Mountain View, CA
January 19, 2016

The 2014 Employment Law Update: The Year in Review and What to Expect in 2015

Littler Mendelson, San Jose, CA
December 3, 2014

Avoiding Pitfalls On Appeal

Santa Clara County Bar Association
October 29, 2010

Books & Book Chapters

- *The Wage and Hour Answer Book*, Littler Mendelson Wage and Hour National Practice Group, Wolters Kluwer, chapter editor, 2021-2023
- Employee Privacy Rights, *The National Employer*, Chapter 19, LexisNexis, contributing editor, 2012-2013 and 2013-2014
- Protection of Employee Privacy and Individual Rights in California, *The California Employer*, Chapter 7, LexisNexis, contributing editor, 2013-2014