



Fermin H. Llaguno

Shareholder

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Focus Areas

Wage and Hour
Class Actions
Discrimination and Harassment
Leaves of Absence and Disability Accommodation
Hiring, Performance Management and Termination

Overview

Fermin H. Llaguno advises and represents clients in all areas of labor and employment law. With experience in all facets of the litigation process, from initial investigation and filing through trial and appeal, his practice includes both individual plaintiff and class action litigation in areas such as:

- Wage and hour
- Wrongful termination
- Sexual harassment
- Discrimination
- Whistleblowing/retaliation
- Employment status
- Employee benefits

In addition, he has represented numerous clients in proceedings involving the Department of Labor, the Equal Employment Opportunity Commission, the California Division of Labor Standards Enforcement, the California Department of Fair Employment and Housing, the Hawaii Department of Labor and Industrial Relations, and the Hawaii Civil Rights Commission.

Amidst a number of notable litigation successes, Fermin obtained a defense jury verdict following a six-week age discrimination and retaliation trial on behalf of a major automobile company that resulted in a defense attorneys' fees and costs award. He also obtained a defense bench trial verdict in a class action following a four-week trial on behalf of an interstate transportation company that resulted in a finding that the plaintiff class of truck drivers were independent contractors rather than employees.

Fermin regularly advises, counsels and provides training to clients in a wide range of matters, including:

- Day-to-day employer-employee relations
- Employment best practices
- Applicable legal standards
- Litigation avoidance

He also performs employment and payroll practice audits and revises and prepares all manner of employee handbooks and employment-related agreements for clients.

One of the firm's authorities on human resources investigations, Fermin provides training to numerous clients on this topic, along with management training in the areas of:

- Harassment avoidance
- Workplace investigations
- Wage and hour compliance
- Performance management

Fermin is the founder of Littler Mendelson's Orange County office. He is a founding member of Littler's Spanish Services Group and has served as a member of the firm's Board of Directors and Diversity and Inclusion Council since 2007. Fermin is an active member of Littler's Class Action Avoidance and Defense Practice Group and helped orchestrate Littler's first Class Action Summit in 2008.

Professional and Community Affiliations

- Member, Cuba Task Force, Hispanic National Bar Association

Recognition

- Named, The Best Lawyers in America®, 2015-2022
- Named, Nations' Most Powerful Employment Attorneys, Top 100, *Human Resource Executive / Lawdragon Inc.*, 2019
- Named, Up and Comers, *Human Resource Executive / Lawdragon Inc.*, 2018
- Named, Top 40 Most Powerful Up and Coming Employment Attorneys, *Human Resource Executive / Lawdragon Inc.*, 2011, 2013-2017
- Named, 500 Leading Corporate Employment Lawyers, *Lawdragon*, 2020

Education

J.D., University of Southern California Gould School of Law, 1996

B.S., University of Southern California, 1993

Bar Admissions

California

Hawaii

Courts

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

U.S. District Court, District of Hawaii

Languages

Spanish

Publications & Press

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Littler Press Release

August 19, 2021

Littler Ranked in Chambers USA Guide 2021

Littler Press Release

May 27, 2021

Littler Attorneys Recognized by BTI Consulting and Lawdragon

Littler Press Release

December 15, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Littler Attorneys Recognized Among Nation’s Most Powerful Employment Attorneys

Littler Press Release

June 4, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

Littler Attorneys Recognized Among Nation's Most Powerful Employment Attorneys

Littler Press Release

June 18, 2018

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

Littler Attorneys Distinguished Among the Nation's Most Powerful Employment Attorneys

Littler Press Release

July 12, 2017

Hispanic National Bar Association Forms Cuba Task Force

NBC News

August 19, 2016

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Littler Shareholders Recognized as “Most Powerful Employment Lawyers” by Human Resource Executive Magazine® and Lawdragon

Littler Press Release

June 16, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Littler Lawyers Named to “Most Powerful Employment Lawyers” List by Human Resource Executive Magazine® and Lawdragon

Littler Press Release

June 17, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Littler Attorneys Recognized Among the Nation’s Most Powerful Employment Attorneys by Human Resource Executive Magazine® and Lawdragon

Littler Press Release

June 17, 2014

Littler Distinguished Among the Nation’s Most Powerful Employment Attorneys

Littler Press Release

June 25, 2013

Littler Attorneys Recognized As Nation's Most Powerful Employment Attorneys

Littler Press Release

May 25, 2012

Total Wage and Hour Compliance: An Initiative to End the Wage and Hour Class Action War

Littler Report

April 21, 2008

Littler Mendelson Opens Office in Orange County

Littler Press Release

April 28, 2006

Speaking Engagements

NLRB Developments

12th Annual CLE Expo - MCCA, San Diego, CA

March 6, 2013

Labor and Employment Law Update

Irvine, CA

January 10, 2013

Affordable Care Act: Implementing Federal and State Regulations

2012 Annual Conference - CALSAGA, Anaheim, CA
October 18, 2012

What Happens Overseas Doesn't Stay Overseas: Measuring the Long Arm of the FCPA

2012 Annual Conference & Exposition - Professionals in Human Resources Association (PIHRA), Anaheim, CA
August 27, 2012

Benefit Plans Under Attack at Home and Abroad

Irvine, CA
May 30, 2012

Getting Beyond Diversity Day: Developing Meaningful (and Legal) Strategies That Support Your Diversity and Inclusion Efforts

Littler Mendelson, Scottsdale, AZ
May 10, 2012

2012 Southern California Legal Update

Irvine, CA
January 19, 2012

Looking to the Future - Tools for Success and the New Normal

Orange County Non-Profit Forum
June 2011

Southern California 2011 Legal Update

Irvine, CA
March 1, 2011

2011 Employment Law Update

Littler Mendelson
February 2011

New California Employment Laws

Orange County Non-Profit Forum
January 2011

Discovery in Employment Litigation

Seminar for Bridgeport Consulting "Trial Preparation for Employment Litigation"
October 2008

Time Bandits: Trying a Wage/Hour Class Action

Annual Convention - Hispanic National Bar Association
September 2008

Discrimination, Harassment & Internal Investigations

Employer Advisory Council of Orange County
June 2007

Trying a Class Action Suit

Annual Retreat, Labor & Employment Law Section - Los Angeles County Bar Association
May 2007

Successful Defense Strategies for Wage & Hour Class Actions

Seminar for Bridgeport Consulting "Wage & Hour," Program
November 2006

Negotiating State-of-the-Art Employment Agreements

Association of Corporate Council
August 2005

Conducting Lawful Investigations

Professionals in Human Resources Association
January and February 2004