



## Helene Wasserman

Shareholder

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## Focus Areas

Litigation and Trials  
Class Action  
Wage and Hour  
Discrimination and Harassment

## Overview

Helene J. Wasserman has spent her entire career practicing exclusively in the area of labor and employment law. She appears before state and federal courts and administrative agencies and handles litigation matters, including trial practice, arbitration and mediation.

She has specific experience with claims involving:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Fair Employment and Housing Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The California Family Rights Act
- California wage and hour laws

A seasoned trial attorney, Helene is the former Co-Chair of Littler's Litigation and Trial Practice Group. She has tried single and multiplaintiff cases involving claims of discrimination, harassment, wrongful termination and wage and hour claims, amongst others.

Additionally, Helene provides day-to-day counseling and advice on and has conducted in-house training on a wide array of topics, including:

- Hiring
- Discipline and termination of employees
- Wage and hour matters
- Downsizing
- Workplace violence
- Compliance with all state and federal employment laws

Helene is has actively engaged in, trained others on, and written and spoken on topics related to Virtual Litigation and Trials, and how to have litigation progress during the Pandemic and beyond.

### **Professional and Community Affiliations**

- Member, Litigation Section, Los Angeles County Bar Association
- Member, Beverly Hills Bar Association
- Volunteer/Participant, AVON 3-Day walks
- Former Chair, California Conference of California Bar Associations

### **Recognition**

- Named, The Best Lawyers in America®, 2006-2024
- Awarded, AV® Peer Review Rating, *Martindale-Hubbell*
- Named, Women Leaders in Law, *The Los Angeles Times*, 2012
- Named, Recommended Lawyer, Labor and Employment Disputes in Defense, *Legal 500 United States*, 2016

### **Education**

J.D., University of San Diego School of Law, 1987

B.A., University of California, Los Angeles, 1984

### **Bar Admissions**

California

## Courts

U.S. Supreme Court  
U.S. Court of Appeals, 9th Circuit  
U.S. District Court, Central District of California  
U.S. District Court, Southern District of California  
U.S. District Court, Northern District of California  
U.S. District Court, Eastern District of California

## Publications & Press

### **Arbitration Remains an Option in Sexual-Harassment Cases**

*SHRM Online*

April 18, 2022

### **Labor of Law: New Ban on Mandatory Arbitration of Sex Assault Claims May Spur More Worker Protections**

*Law.com*

February 17, 2022

### **Dear Littler: Love Is In the (Recirculated) Air – How Do We Handle Office Romances?**

*Dear Littler*

February 14, 2022

### **Congress Acted To Help Sex Harassment Victims. Now What?**

*Law360 Employment Authority*

February 11, 2022

### **It's Wild Wild West (Hollywood): Minimum Wage (to the Max), Paid (and Unpaid) Leave . . . and Service Charges**

*Littler Insight*

November 18, 2021

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

*Littler Press Release*

August 19, 2021

### **6 Ways To Improve Employers' Anti-Harassment Training**

*Law360 Employment Authority*

May 7, 2021

### **IMS Insights Podcast: Episode 24 - Helene Wasserman on The Impact of Mentors**

*The National Law Review*

March 19, 2021

**IMS Insights Podcast Episode 24: The Impact of Mentors**

*IMS Insights*

March 17, 2021

**IMS Insights Podcast: Episode 23 - Helene Wasserman on Advancing Culture and DEI Initiatives Remotely**

*The National Law Review*

March 10, 2021

**IMS Insights Podcast Episode 23: Advancing Culture and DEI Initiatives Remotely**

*IMS Insights*

March 10, 2021

**IMS Insights Podcast: Episode 22 - Helene Wasserman on Trends in Litigation Post-COVID**

*The National Law Review*

March 3, 2021

**IMS Insights Podcast Episode 22: Remote Litigation Trends**

*IMS Insights*

March 3, 2021

**Virtual Litigation 2.0: The Next Frontier**

*LegalTech News*

January 4, 2021

**Remote Litigation Is Here to Stay**

*Today's General Counsel*

October 14, 2020

**Best Practices For Presenting Exhibits In A Remote Deposition**

*Law360*

October 1, 2020

**Jury Trials – Part 3 – Jury Trials During and Post-COVID**

*Littler Podcast*

September 10, 2020

**Jury Trials – Part 2 – Trial Theme Development During and Post-COVID**

*Littler Global Guide Quarterly*

September 3, 2020

**Jury Trials – Part 1 – Jury De-Selection During and Post-COVID**

*Littleter Podcast*

August 24, 2020

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

*Littleter Press Release*

August 20, 2020

**A Littler Virtual Litigation Podcast: Successful Virtual Mediations**

*Littleter Podcast*

June 26, 2020

**How to maintain critical continuity amid furloughs, layoffs**

*HOTELS Magazine*

April 21, 2020

**California's Continued Reaction to #MeToo Two Years Later – the Good, the Bad, and the Ugly**

*Littleter Podcast*

December 3, 2019

**#MeToo Two Years Later**

*Today's General Counsel*

September 22, 2019

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

*Littleter Press Release*

August 15, 2019

**#MeToo Raises Stakes On Efforts To Root Out Wage Gaps**

*Law360*

May 14, 2019

**Littler Survey Finds Employers Responding to Robust Federal Enforcement, Active State Legislatures and Ongoing #MeToo Movement**

*Littleter Press Release*

May 8, 2019

**Rising Tide Of Leave Laws Has Employers Treading Water**

*Law360*

May 8, 2019

**States Take Up #MeToo Mantle in Year After Weinstein**

*Bloomberg Law*

October 3, 2018

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

*Littler Press Release*

August 15, 2018

**Wrestling with Workplace Policies and Regulations**

*HR Executive*

June 12, 2018

**From Settlement Disclosures to Retaliation: A Summary of Sexual Harassment Legislation in 2018**

*Littler Insight*

May 21, 2018

**Littler Survey: Employers Reeling from Regulatory Shifts, New Forces Impacting Workplace**

*General Counsel News*

May 18, 2018

**Harassment, Pay Equity Top the Minds of Employer Concerns**

*Employee Benefit News*

May 16, 2018

**Sexual Harassment Tops Employers' Legal Concerns, Study Finds**

*Restaurant Business Online*

May 4, 2018

**Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference**

*Bloomberg Law*

May 4, 2018

**Littler Survey Finds Employers Reeling from Regulatory Shifts and New Forces Impacting the Workplace**

*Littler Press Release*

May 2, 2018

**Some Companies Slow to Embrace #MeToo Workplace Changes: Littler Survey**

*Corporate Counsel*

May 2, 2018

**Employers Thinking About Sex, Adding Harassment Training**

*Bloomberg BNA*

May 2, 2018

**Harassment Hotlines: What Happens After the Call is Made**

*Bloomberg BNA*

April 24, 2018

**Work Versus Personal Life: Fighting the Battle for Better Balance**

*Bloomberg BNA*

April 4, 2018

**Work-Life Balance Efforts Stand Out in High-Stress Industries**

*Employers Group*

April 3, 2018

**Firms See Business Spike on Harassment Fallout**

*Los Angeles Business Journal*

March 16, 2018

**Unintended Consequences: How Legislative Responses to #MeToo May Harm Harassment Victims**

*Westlaw Journal Employment*

February 27, 2018

**Dear Littler: Can I Immediately Fire a VP Based on Sexual Harassment Allegations?**

*Dear Littler*

February 22, 2018

**Is HQ Trivia the Hot New Distraction at Your HQ?**

*Talent Daily*

January 16, 2018

**HQ Trivia: The Latest in Potential Workplace Distractions**

*SHRM Online*

January 16, 2018

**Governor Proposes Sexual Harassment Agenda, Details Scarce**

*New York Law Journal*

January 2, 2018

**#MeToo Movement Brings Busy Times for Labor Lawyers**

*Bloomberg Big Law Business*

December 18, 2017

**Holiday P-A-R-T-I-E-S Protocol: Walking the Fine Line Between Fun and Fiasco**

*Little Insight*

December 11, 2017

**#MeToo Postings About Bosses Merit Discussions with HR**

*SHRM Online*

November 20, 2017

**Upsurge in Sexual Harassment Claims: What Employers Need to Know**

*Little Insight*

November 6, 2017

**Dear Littler: Is an Employee's #MeToo Social Media Post a Harassment Complaint?**

*Dear Littler*

November 6, 2017

**Keep Calm and Carry On: HR Must Stay Grounded If Leadership Is Accused of Harassment**

*Little Podcast*

October 26, 2017

**Bosses, Burnout, and Why Workers Can't Unplug**

*Employers Group*

October 24, 2017

**The Higher They Are, The Harder You Fall**

*Little Insight*

October 19, 2017

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

*Little Press Release*

August 17, 2017

**4 Tips For Eliminating Gender Bias From Job Ads**

*Law360*

August 14, 2017



**Email – It’s the New Letter**

*Littlel Podcast*

July 6, 2017

**Wrinkles in Time-Tracking for Remote Workers Present Challenges**

*Bloomberg BNA*

June 12, 2017

**Despite Concerns about March Madness Pools, Don’t Shut Them Down**

*SHRM Online*

March 10, 2017

**10 Considerations for Planning the 2016 Office Holiday Party**

*Littlel Insight*

December 5, 2016

**15 Survival Tips for the Office Holiday Party**

*Business Insider*

November 25, 2016

**Littlel Ranks in The Legal 500 United States Guide**

*Littlel Press Release*

June 20, 2016

**4 Slam-Dunk Ways Employers Can Block March Madness Suits**

*Law360*

March 17, 2016

**Incentives for health habits could hurt**

*Daily Journal*

April 3, 2015

**Employers’ March Madness Dos and Don’ts Lineup**

*Law360.com*

March 18, 2015

**Helene Wasserman Elected to the Institute for Corporate Counsel’s Advisory Board**

*Littlel Press Release*

November 7, 2014

**7 Tips To Keep Office Romance From Causing Legal Heartache**

*Law360.com*

February 7, 2014

**'Tis the Season - For Potential Employer Liability**

*Little Insight*

December 13, 2013

**5 Tips To Keep Your Holiday Party Merry And Lawsuit-Free**

*Law360.com*

November 25, 2013

**A funny thing happened in response to my Craigslist ad**

*Multihousing Professional*

April 15, 2013

**How to Handle March Madness in Your Office**

*The Street*

March 29, 2013

**Rules Blunt Risk of Office Affairs**

*Wall Street Journal and Wall Street Journal Blog*

February 11, 2013

**The perils of hooking up with your boss**

*MSNBC.com*

June 1, 2012

**Manager: Available position offered to younger employee**

*Verdict Search*

May 7, 2012

**Stop California's Legal System from Going Back in Time**

*Daily Journal*

April 26, 2012

**"Love Contracts": Protect Your Company from a Potential Lawsuit This Valentine's Day**

*Human Resources IQ*

February 10, 2012

**Teacher Can't Sue Church School for FEHA Violations**

*Little Insight*

December 23, 2011

**Holiday Parties: Five Key Issues Employers Should Proactively Watch and Plan For**

*Human Resources IQ*

December 8, 2011

**Holidays can bring employee issues to businesses**

*The Boston Globe*

December 8, 2011

**California Court of Appeal Declines to Hold Individual Supervisors Liable for Discrimination or Retaliation Under California Military and Veterans Code**

*Little Insight*

November 16, 2011

**California Appellate Court Addresses when Employers Are Liable for Injuries Caused by Their Employees**

*Little Insight*

November 3, 2011

**The stork has landed: Employers (and insurers) must provide pregnancy benefits**

*Los Angeles and San Francisco Daily Journal*

October 27, 2011

**The Stork Has Landed: California Employers Must Maintain and Insurers Must Provide Pregnancy Benefits**

*Little Insight*

October 19, 2011

**California Supreme Court Resolves Who Is Responsible if an Employee of an Independent Contractor Is Injured on the Job**

*Little Insight*

August 26, 2011

**California Appeals Court Affirms Employer's Right to Not Hire Possibly Disabled, But Admittedly Dishonest, Applicant**

*Little Insight*

August 17, 2011

**California Appeals Court Expands Admissibility of "Me Too" Evidence**

*Little Insight*

August 15, 2011

**California Supreme Court Blurs Discrimination-Harassment Distinction**

*Little Insight*

December 11, 2009

**Little Mendelson Strengthens LA Presence with Employment Litigation Expert Helene Wasserman**

*Little Press Release*

July 16, 2008

**The Firing Squad: Whether its due to a bad apple or the troubled economy, terminating an employee is something many managers dread. Here's how to do it with dignity**

*Pink Magazine*

May/June, 2008

**Video Podcasts: It's Showtime!**

*Inc. Technology*

June 2008

**Starbucks demands legal clarity as \$106M tip loss inspires 'copycats'**

*Nation's Restaurant News*

April 14, 2008

**Experts Offer Their Keys to Help You Run Up the Corporate Ladder**

*Mediabistro*

March 10, 2008

**More States Adopt Workplace Breastfeeding Protections**

*Workforce Magazine*

March 2008

**Smile, You're on the Company Webcam**

*Inc. Technology*

March 2008

**All Work, No Play**

*Los Angeles Daily Journal*

February 26, 2008

**Does Cupid Have Your Employees In His Sights?**

*California Executive*

February 7, 2008

**Employers Given the Green Light to Screen Out Medical Pot Users**

*California Executive*

January 29, 2008

**Getting the Weight Off: Employers can choose from a variety of programs to help workers lose weight, but results remain elusive**

*HR magazine*

January 2008

**Celebrate Now, Without Litigating Later**

*Bloomberg Law Reports, Labor and Employment*

December 17, 2007

**Blind Access**

*Inside Counsel*

December 2007

**Q&A With Helene Wasserman**

*Law360.com*

October 31, 2007

**Launching Pod**

*Los Angeles Business Journal*

October 22, 2007

**Exercise Smarts When Battling Obesity in the Workplace**

*California Executive*

October 1, 2007

**New Harassment Training Rules Take Hold In California**

*Law360.com*

August 20, 2007

**Finding What Clicks: More Attorneys Meet Clients Online**

*Los Angeles Daily Journal*

August 16, 2007

## Speaking Engagements

### **Evolving Service Delivery to Meet the Transforming Legal Landscape**

2021 Executive Employer Conference

May 14, 2021

### **Litigation in a Virtual World: Where We've Been and Where We Are Going**

CLE Course

March 10, 2021

### **2019 Southern California Employer Conference**

Hyatt Regency Long Beach 200 S. Pine Ave. Long Beach, CA 90802

October 23, 2019

### **Sexual Harassment 2.0: Considering New Workplace Solutions for an Old Problem**

Littler Executive Employer, Phoenix, AZ

May 2, 2018

### **How HR Can Regain the Trust of Employees in This #MeToo Era**

WorkHuman 2018, Austin

April 4, 2018

### **Times Up on Sexual Harassment**

Public Media Business Association webinar

February 21, 2018

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

May 12, 2017

### **Southern California Breakfast Briefing - Los Angeles**

Los Angeles, CA

January 10, 2017

### **Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness**

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

### **Leadership In The Legal Profession**

Beverly Hills Bar Association, Beverly Hills, CA

November 12, 2013

**Exacerbating the Exasperating: Untangling the Ever-Changing Leaves of Absence Web**

HR.com Webinar

August 1, 2013

**Horses, Tattoos and Guns... Accommodation Issues and Solutions for Today's Workplace**

Irvine, CA

July 31, 2013

**Top Five Mistakes Small Businesses Should Avoid**

San Fernando Valley Dental Association

July 17, 2013

**They're Not Our Employees. Really! Legal Compliance in the Age of the Contingent Workforce**

Ventura County Chapter - American Payroll Association

July 11, 2013

**Top Five Mistakes Small Businesses Need to Avoid**

California Dental Association, Los Angeles, CA

April 18, 2013

**Exacerbating the Exasperating: Untangling the Leave of Absence Web**

HR Star Conference, Los Angeles, CA

March 20, 2013

**Dealing with Performance Issues and Misconduct: The Road to Discipline and Termination**

EEOC Training Institute - U.S. Equal Employment Opportunity Commission, Oxnard, CA

November 8, 2012

**Essential Employment Law Issues**

Continuing Education of the Bar

November 2, 2012

**California's Definition of Disability and What that Means to You**

Professionals in Human Resources Association (PIHRA)

September 13, 2012

**Background Checks 2012: Can Employers Still Investigate their Employees & Applicants?**

Littler Mendelson, Scottsdale, AZ

May 10, 2012

**Are the Economic Blues Putting your Business in the RED: How to Recognize, Address, and Accommodate Substance Abuse in the Workplace**

Los Angeles, CA

March 13, 2012

**There's An App for That: The Latest in Law Practice Applications for iPad and Other Tablets**

32nd Annual Labor and Employment Law Symposium - Los Angeles County Bar Association

March 7, 2012

**Workplace CSI – Conducting Workplace Investigations**

HR Star Conference, Los Angeles, CA

February 29, 2012

**2012 Southern California Legal Update**

Los Angeles, CA

January 18, 2012

**Drilling Down to the Root of Employment Law Matters**

San Fernando Valley Dental Association

October 2011

**Family Responsibilities Discrimination in a Changing Workplace**

California Continuing Education of the Bar

April 2011

**Workplace Investigations**

HR Star Conference

March 30, 2011

**Essential Employment Law Issues for California Businesses**

Los Angeles, CA

November 21, 2009