

Jaime B. Laurent

Shareholder

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Focus Areas

Contractors, Staffing and Contingent Workers
Litigation and Trials
Class Action
Business Restructuring and M&A
Discrimination and Harassment
Whistleblowing, Compliance and Investigations

Overview

Jaime Laurent has extensive experience in both general and complex civil litigation. He defends businesses from labor and employment claims and regulatory actions brought by government agencies including, but not limited to, misclassification claims, discrimination and harassment claims, and wage and hour claims.

From a transactional perspective, Jaime believes that risk management for any business starts with creating operational practices that help to manage litigation cost effectively. He firmly believes in "facts over contracts." While employer written policies, procedures and contracts can work to minimize risk, the operational actions and internal communications of the company must be in alignment with the company's litigation risk management strategies. Jaime works with employers to harmonize their corporate acts with their policies to manage litigation risk.

He advises numerous companies on a wide range of labor and employment legal issues including operational issues, independent contractor issues, state and federal statutory compliance, investigations, contracts, and negotiations.

Jaime routinely speak at venues in California on various labor and employment topics. He has presented to various industry groups on issues ranging from sources of misclassification risks in California to arbitration issues.

Education

J.D., Pepperdine University School of Law

B.A., University of British Columbia

B.A., University of Alberta

Bar Admissions

California

Courts

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

Superior Court of California, County of Los Angeles

Publications & Press

Los Angeles Publishes ‘Model Contract’ Under Freelance Worker Protections Ordinance

SHRM

September 6, 2024

Los Angeles Publishes “Model Contract” Under Freelance Workers Protections Ordinance

Littler ASAP

August 30, 2024

Littler Adds Shareholder Jaime Laurent in Los Angeles

Littler Press Release

August 20, 2018

Speaking Engagements

2021 California Virtual Regional Employer Conference

Sacramento, CA

October 28, 2021

Southern California Legal Update Series

Los Angeles, CA

January 29, 2020

The Five Sources of Misclassification Risks in California: Tips on How to Address Each Threat, and a Special Feature on How to Defend Against Company-Wide EDD Audits.

Harbor Trucking Association – Oakland Chapter, Oakland, CA

2017

Administrator's Interpretation No. 2015-1: Misclassification and the FLSA

Harbor Trucking Association – Los Angeles/Long Beach Chapter, Long Beach, CA

2015

Misclassification: Russian Roulette, Realities and Paths Out of the Wilderness

Harbor Trucking Association – Los Angeles/Long Beach Chapter, Long Beach, CA

2015

TNC Impact on Local Taxicab Industry

Santa Monica City Counsel, Santa Monica, CA

2015

PUC Proceedings: Decision in Response to Petition for Re-Hearing

Taxi Paratransit Association of California: TPAC Convention, Long Beach, CA

2014

Public Utilities Commission: Update Regarding TNC Rulemaking Proceedings

Taxicab Paratransit Association of California, Los Angeles, CA

2014

The Effect of AT&T Mobility LLC v. Concepcion on Current Litigation Regarding the Employment Status of Airport Ground Transportation Drivers

Airport Ground Transportation Association, Las Vegas, NV

2012