



Joy C. Rosenquist

Special Counsel

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Focus Areas

Legislative and Regulatory Practice
Labor Management Relations
Hiring, Performance Management and Termination
Occupational Safety and Health
Discrimination and Harassment
Whistleblowing and Retaliation
Unfair Competition and Trade Secrets
Workplace Policy Institute

Overview

Joy C. Rosenquist has had an illustrious career in the public and private sectors for the past two decades, most recently serving as the assistant chief counsel for the State of California. There she was involved with executive management in overseeing regulations, budget allocations, and coordinating with the Health and Human Service Agency, as well as the Governor's office on compliance issues. She supervised a team of 12 attorneys and two staff, handling a wide variety of employment issues in advising health care facilities. Joy provided house counsel advice on licensing, discrimination/harassment/retaliation, COVID-19 compliance, workplace violence, and traditional labor, to name just a few.

Joy has litigated matters in state and federal court, defending multiple departments and agencies in the public sector throughout her career. She has practiced labor and employment litigation and advice and counsel work for the past 11 years at the State, with a recent emphasis on implementation of executive orders and related mandates, and oversight of regulation practice and drafting trailer bill legislation.

Joy serves as a California liaison for Littler's Workplace Policy Institute (WPI). Joy focuses on California state legislative and regulatory developments in employment and labor law, as well as municipal ordinances and regulation of the

workplace. She assists the employer community in understanding and impacting California legislation before it becomes law. With Joy's unique background in governmental affairs and regulatory practice, she is skilled at representing public entities on all facets of statutory and municipal compliance and related litigation.

Joy also provides advice and counsel on employment law issues, labor implications, reasonable accommodation, leaves of absence and discipline/termination best practices. Joy is skilled at workplace investigations, as well, having oversight of internal and third party investigators while employed at the State.

Between 2001 and 2011, Joy practiced employment law with several private practice firms in the Sacramento area, developing a diverse practice including public sector litigation and advice work, trade secret and employee misappropriation cases, NLRB arbitrations related to contested elections, a jury trial and administrative hearings at the city and county level.

Professional and Community Affiliations

- Member, Past Chair of Grants and Award Committee, Women Lawyers of Sacramento
- Member, Sacramento County Bar Association
- Volunteer Instructor, Local high school moot court team
- Member, Negotiations Competition Team, University of the Pacific McGeorge School of Law

Recognition

- Participant, *Leadership Development Institute*

Education

J.D., University of the Pacific McGeorge School of Law, 2001, *with honors*

B.A., University of California, Davis, 1998, *with honors*

Bar Admissions

California

Courts

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

Publications & Press

4 Calif. Discrimination Laws That Will Take Effect In 2023

Law360 Employment Authority

January 6, 2023

California Releases Guidance on Pay Transparency Law

SHRM Online

January 3, 2023

California Labor Commissioner Releases Limited Guidance on Pay Transparency Law

Little ASAP

December 28, 2022

Employment Law Update 2023: New Compliance Obligations for the New Year

Little Insight

November 2, 2022

The next job listing you apply for might actually include the salary

CNN Business

October 28, 2022

New Calif. Laws Employers Should Have On Their Radar

Law360 Employment Authority

October 14, 2022

Show Me the Money: California Enacts New Pay Disclosure Requirements

Little Insight

October 5, 2022

No Rest for California Employers in 2022! Here are the Latest Employment Laws in the Golden State

Little Insight

October 5, 2022

California Legislature Advances Fast Food Industry Regulation Bill

Little Insight

August 31, 2022

Glendale, CA Institutes Hotel Worker Protections

Little Insight

July 25, 2022

Panic Buttons and Workload Limits: Los Angeles Hotel Workers Get New Protections

Little Insight

July 8, 2022

July is the New January – New State Laws Do Not Take the Summer Off

Little Insight

June 23, 2022

Computing Litigation

Comstock Magazine

May 1, 2011

Speaking Engagements

California Pay Data Reporting: What You Need to Get Your Workforce Data Submitted

February 13, 2023

New California Law Will Set Groundbreaking Pay Transparency & Reporting Requirements

December 6, 2022

It's Shocktober in California Again! Our Annual California Legislative Employment Law Update

October 19, 2022

Navigating California Compliance

September 15, 2022

July is the New January

July 19, 2022

Update on New 2022 Laws

California Delivery Association

June 15, 2022

Sexual Harassment and Anti-Discrimination

Commission on Peace Officer Standards and Training (POST) Academy