

## Joy C. Rosenquist

Of Counsel

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## Focus Areas

Legislative and Regulatory  
Hiring, Performance Management and Termination  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations  
Unfair Competition and Trade Secrets  
Drugs and Alcohol  
Policies, Procedures and Handbooks  
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, legislation, and coordinating with the Health and Human Service Agency, as well as the Governor's office on employment law compliance issues. She supervised a legal team of attorneys and handled a wide variety of employment issues in advising public entities. Joy provided house counsel advice on 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, legislation, oversight of regulations, 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 and ordinances.

Joy also provides advice and counsel on pay equity and compliance and related employment law issues. Joy is skilled at workplace audits and investigations, 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 Moot Court Judge, McGeorge School of Law, UC Davis School of Law
- 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**

### **California's Indoor Heat Illness Prevention Regulation Takes Immediate Effect**

*Littler Insight*

July 26, 2024

### **California Supreme Court Upholds Proposition 22**

*Littler ASAP*

July 25, 2024

### **The Global Guide Quarterly (Quarter 2, 2024)**

*Littler Global Guide Quarterly*

July 24, 2024

### **California's New Deal: Employment Law Reform May Depend on the Ballot Box**

*Littler ASAP*

June 28, 2024

### **July is Still the New January! Littler's Workplace Policy Institute's Mid-Year Legislative Report**

*Littler Insight*

June 20, 2024

### **More States Are Passing Pay Transparency Laws**

*New York State Society of Certified Public Accountants*

June 7, 2024

### **More states are requiring companies to list salary ranges on job ads—here's where**

*CNBC*

June 7, 2024

### **'Right to Disconnect' Plan in California Hits Employer Backlash**

*Bloomberg Law*

April 23, 2024

### **Divergent Paths on Regulating Artificial Intelligence**

*Littler Insight*

April 1, 2024

### **Temperatures Sizzle at Cal/OSHA Standards Meeting After Indoor Heat Illness Proposal Removed from Agenda**

*Littler ASAP*

March 22, 2024

**3 Tips To Not Mess Up Calif. Pay Data Reports**

*Law360 Employment Authority*

February 28, 2024

**California Civil Rights Department Issues Clarifications on California Pay Data Reports**

*Littler ASAP*

February 23, 2024

**Salary History Ban Coming to Federal Employers and Contractors**

*WorldatWork*

February 22, 2024

**Effective This Year, SB 497 Makes It Easier for California Employees To File Retaliation Cases**

*Continuing Education of the Bar (CEB)*

January 31, 2024

**D.C.'s Pay Transparency Law Aims to Close Severe Gaps**

*WorldatWork*

January 26, 2024

**Pay Transparency Arrives at the Nation's Capital**

*SHRM Online*

January 25, 2024

**Pay Transparency Arrives at the Nation's Capital**

*Littler ASAP*

January 16, 2024

**Weekly Shift**

*POLITICO*

January 8, 2024

**Restricting the Restrictions: Current Awareness Video on California Non-Competes**

*LexisNexis Practical Guidance*

January 2, 2024

**What Californians can expect from AB 2188**

*KCBS Radio*

December 15, 2023

**Employment Law Update 2024: New Employment Laws for the New Year**

*Littler Insight*

November 27, 2023

**California Laws Come into Effect Regarding Off-Duty Marijuana Use**

*Littler ASAP*

October 27, 2023

**Calling all California Employers! The Latest Employment Laws from the Golden State**

*Littler Insight*

October 26, 2023

**California's New Miscarriage Law Gives Boost to Rare Leave Type**

*Bloomberg Law*

October 20, 2023

**California's Non-Compete Shakeup**

*Littler ASAP*

October 17, 2023

**California Establishes New Leave for Reproductive Loss**

*Littler ASAP*

October 11, 2023

**Massachusetts Poised to Become Next State to Pass Pay Transparency Legislation**

*WorldatWork*

October 11, 2023

**New California Fast Food Worker Law Would Raise the Minimum Wage, Establish a "Fast Food Council," and No Longer Fund the Industrial Welfare Commission**

*Littler Insight*

September 12, 2023

**California Reaches Across State Lines to Invalidate Employee Non-Compete Agreements**

*Littler Insight*

September 6, 2023

**Employer Best Practices For Pay Transparency Compliance**

*Law360*

August 16, 2023

**Illinois pay transparency law mandates pay scale, benefits in job postings**

*HR Dive*

August 15, 2023

**Is caste discrimination impacting your hiring, promotions or transfers?**

*Human Resources Director*

August 14, 2023

**California Bill Seeks to Ban Caste-Based Discrimination Statewide**

*SHRM Online*

August 14, 2023

**Pay Transparency and Disclosure Laws: Best Employer Practices**

*LexisNexis|Practical Guidance*

August 1, 2023

**California Bill Seeks to Ban Caste-Based Discrimination State-Wide**

*Littler Insight*

July 28, 2023

**An 'AI Summer' in California?**

*SHRM Online*

July 25, 2023

**An "AI Summer" in California?**

*Littler ASAP*

July 20, 2023

**California Could Revive the Industrial Welfare Commission**

*Littler Insight*

June 26, 2023

**July Is the New January: The Pace of New State Laws Heats Up**

*Littler Insight*

June 26, 2023

**Pay Transparency Bill Headed to Illinois Governor**

*Littler ASAP*

May 25, 2023

**The Littler Annual Employer Survey 2023**

*Littler Report*

May 10, 2023

**Littler Survey: Economic Volatility, AI Adoption and Heightened Regulatory Activity Pose New Challenges for Employers**

*Littler Press Release*

May 10, 2023

**Hot Take(out): California Fast Food Franchises Could Face Increased Liability**

*Littler ASAP*

April 20, 2023

**Pay Transparency Goes Primetime: Sweeping New Federal Legislation Proposed in Congress**

*Littler ASAP*

April 13, 2023

**California Bill Would Increase Liability for Fast-Food Franchisors**

*SHRM Online*

March 10, 2023

**California Legislature Serves Up Bill Proposing Joint Employer Liability For Fast Food Franchisors**

*Littler ASAP*

February 21, 2023

**Los Angeles Adopts Fair Workweek Measures**

*SHRM Online*

February 14, 2023

**Los Angeles the Latest City to Adopt Fair Work Week Measures**

*Littler Insight*

February 8, 2023

**2023 Contractor Pay Reporting on Deck for California Employers**

*WorldatWork*

February 3, 2023

**Remote Work Means Pay Transparency May Be Borderless**

*Law360 Employment Authority*

February 3, 2023

**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**

*Littler ASAP*

December 28, 2022

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

*Littler 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**

*Littler Insight*

October 5, 2022

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

*Littler Insight*

October 5, 2022

**California Legislature Advances Fast Food Industry Regulation Bill**

*Littler Insight*

August 31, 2022

**Glendale, CA Institutes Hotel Worker Protections**

*Littler Insight*

July 25, 2022



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

*Littler Insight*

July 8, 2022

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

*Littler Insight*

June 23, 2022

**Computing Litigation**

*Comstock Magazine*

May 1, 2011

**Speaking Engagements**

**Navigating New Pay Transparency Policies**

September 18, 2024

**2024 California Legislative Updates**

36th Annual Educational Conference, California Alliance of Paralegal Association

June 29, 2024

**Violence Prevention Plans, Hybrid Work Woes, Valuing Veterans, and Other Employment Challenges for 2024**

Breakfast Briefing

May 14, 2024

**Navigating New Pay Transparency Policies: A Look Across the U.S.**

March 28, 2024

**Pay Data Reporting: California’s Rule-Riddled Rollercoaster of Numbers**

March 7, 2024

**The Pay Data Reporting Extravaganza: California’s Rule-Riddled Rollercoaster of Numbers**

February 22, 2024

**Annual California Legislative Employment Law Update**

October 19, 2023

**2023 Littler AI Summit**

Washington, DC

September 21, 2023

**Compensation Conundrums, Pot Pitfalls, NLRB FAQs and Other Post-Pandemic Predicaments - Sacramento**

Sacramento, CA

June 8, 2023

**Compensation Conundrums, Pot Pitfalls, NLRB FAQs and Other Post-Pandemic Predicaments - Stockton**

Sacramento, CA

May 24, 2023

**WPI: The New Era of Divided Government: What are the Implications for Employers?**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**Show and Tell: Pay Transparency and Disclosure Requirements Go Primetime**

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

**What's New and What's Next for Employers in AI and Employment Decision-making**

April 20, 2023

**Pay Transparency**

California State HR Advocacy & Legislative Conference

April 13, 2023

**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