



Justin D. Brown

Associate

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Focus Areas

Employment Practices Audits
Policies, Procedures and Handbooks
Wage and Hour

Overview

Justin D. Brown advises and represents employers in a range of employment and labor law matters arising under federal, Idaho, and California state laws, including:

- Wage and hour issues under federal and California law
- Exemption classification issues under federal and California law
- Discrimination
- Harassment
- Retaliation
- Administrative charges

Justin has been involved in every phase of litigation, from pre-litigation demands through trial. Justin was the second chair in a three-week jury trial involving claims of sexual harassment and was responsible for examining multiple witnesses.

In addition, Justin conducts compliance audits relating to FLSA and state wage and hour law, pay practices, employment and human resources procedures, and provides compliance counseling for clients. Justin has performed compliance audits for small technology start-ups, established Silicon Valley companies, and multi-state employers. Justin also provides acquisition deal support to provide clients with employment liability exposure, required deal provisions based on employment practices, and to assist with acquisition negotiations.

Justin was seconded to a multinational technology conglomerate to provide advice on daily employment and human resources issues. While on the secondment, Justin worked with various business units to update nationwide policies, manage litigation matters, and resolve issues with contingent workers.

Prior to joining Littler, Justin represented construction developers in complex litigation matters. He previously worked as an associate in a San Jose firm representing primarily property management companies with their labor and employment advice and litigation needs.

Professional and Community Affiliations

- Member, California Bar Association
- Member, Santa Clara Bar Association
- Member, San Francisco Bar Association

Education

J.D., Santa Clara University School of Law, 2012

B.A., Pepperdine University, 2009, *cum laude*

Bar Admissions

California

Idaho

Publications & Press

DOL Opens the Door for Staffing Firms to Exempt Workers from Overtime as “Retail or Service Establishments”

Littler ASAP

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