

Nathaniel Jenkins

Associate

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Focus Areas

Hiring, Performance Management and Termination
Discrimination and Harassment
Class Actions
Wage and Hour
Whistleblowing and Retaliation

Overview

Nathaniel Jenkins advises and represents employers in a broad range of labor and employment law matters arising under federal and state laws, including:

- Complex wage and hour class actions and representative actions arising under the California Labor Code as well as the California Private Attorneys General Act (PAGA), including claims for minimum wage and overtime obligations, meal and rest breaks, expense reimbursement, waiting time penalties, and wage-statement violations
- Advice and counsel regarding compliance with the California Labor Code, particularly with respect to the complex requirements for employers with nonexempt employees earning incentive-based compensation
- Whistleblower/Retaliation claims related to safety concerns and other protected activities in the workplace
- Discrimination and Harassment claims under Title VII and the California Fair Employment and Housing Act (FEHA)
- Administrative matters before the California Labor Commissioner (DLSE), the California Unemployment Insurance Appeals Board, the California Employment Development Department (EDD), and the California Division of Occupational Safety and Health (Cal/OSHA)

Nate works with large multinational corporations, as well as small, emerging, and midsize businesses, in a variety of industries including, banking/finance, manufacturing, real estate, retail, and technology. He builds meaningful relationships with his clients based on trust and reliability by prioritizing clear, responsive communication and developing

a deep understanding of the unique needs of clients' businesses and their workforce. At Littler, he serves on the firm's Diversity and Inclusion Council.

Nate has successfully defended employers against claims in state and federal court in many phases of employment disputes including pleadings, law and motion, complex discovery issues, arbitration, mediation, and over a dozen administrative hearings/trials. As part of his practice, Nate diligently stays up-to-date with new developments in wage and hour law and regularly presents on these and similar matters at the Sacramento office's annual breakfast briefings, as well as through webinars provided by Littler and local human resources based organizations.

Nate has focused his entire legal career on the representation of management in labor and employment law matters. Prior to joining Littler, Nate worked as an in-house attorney for the California Labor and Workforce Development Agency's Employment Training Panel (ETP), the state's premier program that provides California employers with funds to train their workers and ensure that California businesses remain competitive. At ETP, Nate gained invaluable insight into the dispositions and concerns of California employers in vastly diverse industries, while regularly advising the agency on a broad range of personnel issues affecting public sector employees.

During law school, he externed for the Hon. Karen S. Crawford in U.S. District Court for the Southern District of California. Nate was a law clerk for the U.S. Attorney's Office for the Southern District of California, for a San Diego regional law firm, and in the legal department of a San Diego based national healthcare staffing company. Additionally, he was president of the Employment and Labor Law Society.

Professional and Community Affiliations

- Member, American Bar Association
- Member, Sacramento County Bar Association

Recognition

- Recipient, American Jurisprudence Award in ERISA and Employee Benefits Law, *California Western School of Law*

Education

J.D., California Western School of Law, 2016, *cum laude*

B.A., University of California, Santa Cruz, 2012, *cum laude*

Bar Admissions

California

Publications & Press

Little Appoints New Leadership to Its Affinity Groups and Diversity & Inclusion Council

Little Press Release

March 22, 2021

Best Practices For Presenting Exhibits In A Remote Deposition

Law360

October 1, 2020

A Temperature Check on States' Reporting Time Pay Requirements in the Era of COVID-19

Little Insight

June 30, 2020

Little's Sacramento Office Grows with Addition of Two Attorneys

Little Press Release

January 4, 2018

Speaking Engagements

Virtual Employment Law Litigation: An In-House Counsel's Guide - Part One

August 4, 2020