



Stacey E. James

Shareholder

Co-Chair, Wage and Hour Practice Group

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Focus Areas

Wage and Hour

Litigation and Trials

Staffing, Independent Contractors and Contingent Workers

Government Contractors

Overview

Stacey E. James has practiced exclusively in the field of labor and employment law, with an emphasis on advising management on:

- Wage and hour matters
- Employee discipline and termination
- Leave of absence and disability accommodation situations
- Employment policies and procedures
- Employee benefits
- Fair employment practices

Stacey has extensive experience defending employers in class actions and related matters in state and federal court and before numerous state and federal administrative agencies. Specifically, she handles claims of:

- Overtime and other wage and hour issues
- Discrimination
- Harassment
- Retaliation
- Wrongful termination
- Breach of contract

- Defamation
- Invasion of privacy
- Workplace violence

Some highlights of her experience include convincing the U.S. District Court for the Central District of California to deny class certification of a putative class action alleging wage and hour violations against a large healthcare facility, and defeating class certification in state court and the U.S. District Court for the Central District of California for that same entity.

Additionally, Stacey has served on Littler's Board of Directors and she is a published author and frequent lecturer for universities and employer organizations. Prior to attending law school, she worked in human resources and payroll. She is certified as a Senior Professional in Human Resources.

Professional and Community Affiliations

- Member, American Bar Association
- Former Co-Chair, Labor and Employment Law Section, San Diego County Bar Association
- Member, Board of Directors, Mama's Kitchen
- Former President, Mama's Kitchen

Recognition

- Named, The Best Lawyers in America®, 2013-2021
- Named, Most Influential Women of San Diego County, *The Daily Transcript*, 2020

Education

J.D., University of San Diego School of Law, 1996

B.S., San Diego State University, 1991

Bar Admissions

California

Courts

U.S. District Court, Eastern District of California

U.S. District Court, Central District of California

U.S. District Court, Southern District of California

Publications & Press

Recall Rights and Retention Obligations: How Local Ordinances are Changing Workplace Regulation in the COVID-19 Era

Littler Insight

February 1, 2021

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Littler Press Release

August 20, 2020

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Littler Press Release

August 15, 2019

Offshore Drilling Companies Can Rest Easy: Supreme Court Holds California Wage and Hour Law Inapplicable to Certain Rig Workers

Littler ASAP

June 11, 2019

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 15, 2018

New California Wildfires a Reminder of Employer Obligations

Littler Insight

August 7, 2018

Employer Responsibilities Mount as California Fires Rage

Littler Insight

December 11, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Littler Press Release

August 17, 2017

The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition

Littler Press Release

August 16, 2016

Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition

Littler Press Release

August 18, 2015

Littler Elects Five New Members to its Board of Directors

Littler Press Release

January 26, 2015

Littler Attorneys Included in the Best Lawyers in America© 2015 Edition

Littler Press Release

August 18, 2014

Calif.: Salaried Exempt Employees May Be Required to Use PTO for Partial Day Absences

Society for Human Resource Management (SHRM)

August 11, 2014

California Court of Appeal Confirms Employers May Require Salaried Exempt Employees to Use Vacation/PTO Time for Partial Day Absences in Any Increment

Littler ASAP

August 1, 2014

Minimum wage hike's cost to employers weighed

San Diego Source/The Daily Transcript

July 29, 2014

California Supreme Court Clarifies Requirements of Commissioned Employee Exemption

Littler Insight

July 15, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

Littler Press Release

August 15, 2013

Put It In Writing: California Requires Written Commission Plans Beginning January 1, 2013

Littler ASAP

November 13, 2012

Best Lawyers in America® Names 164 Littler Attorneys to 2013 Edition

Littler Press Release

September 7, 2012

The "Bring Your Own Device" to Work Movement

Littler Report

May 10, 2012

Calif. Top Court Asked To Mull 'Rolling 5' In Brinker Case

Law360.com

December 6, 2011

DOL Increases Penalties for Child Labor Violations

Littler ASAP

May 26, 2010

Termination for Good Faith but Mistaken Belief of Overtime Entitlement Violates Public Policy

Littler ASAP

December 8, 2009

About Stacey E. James

Littler ASAP

January 15, 2009

Trial Court Rules Airline Employee Not Entitled to Protection Under California Wage and Hour Laws

Littler ASAP

December 29, 2008

Trial Court Rules Airline Employee Not Entitled to Protection Under California Wage and Hour Laws

Littler ASAP

December 29, 2008

2009 Minimum Wage Increases

Littler ASAP

December 19, 2008

2009 Hourly Rate Increase For Computer Software Employees in California

Littler ASAP

December 19, 2008

California Employers Impacted By Wildfires Now Deal With How To Pay Employees

Littler Insight

October 24, 2007

Stacey E. James Says CA Supreme Court Ruling Places Burden on Employers

San Diego Business Journal

June 11, 2007

Welcoming Troops Home: Compliance Concerns Under Uniformed Services Employment and Reemployment Rights Act

San Diego Daily Transcript

April 30, 2007

Stacey James Urges Employers to Review Military Leave Laws

San Diego Business Journal

April 9, 2007

Welcoming Troops Home: Compliance Concerns Under Uniformed Services Employment and Reemployment Rights Act

San Diego Daily Transcript

April 2007

Littler Mendelson Welcomes Stacey E. James; Strengthens San Diego Presence

Littler Press Release

February 1, 2007

MLRC 50-State Survey: Employment Libel and Privacy Law (California Chapter)

Media Law Resource Center

November 2005

Can Corporate Officers and Directors Be Sued Personally By Individuals For Wage Claims?

San Diego Business Journal

August 29, 2005

Do Employers Have To Tell Employees About Their Right to Military Leave?

San Diego Business Journal

April 25, 2005

Are Employers Required To Provide Sexual Harassment Training To Supervisory Employees?

San Diego Business Journal

January 31, 2005

California Breaks New Ground: Paid Family Care Leave

Sheppard Mullin Labor and Employment Update

September 2004

Non-Union Employees May No Longer Assert Weingarten Rights

Sheppard Mullin Labor and Employment Update

June 2004

Sexual Harassment: California Supreme Court Reinforces Strict Liability Standard But Announces New Defense of 'Avoidable Consequences'

Sheppard Mullin Labor and Employment Update

November 2003

Making Downsizing More Difficult: California's New WARN Act

Sheppard Mullin Labor and Employment Update

September 2002

Losing Employees To The Military

Sheppard Mullin Labor and Employment Update

September 2001

Losing Employees To The Military

Monthly Newsletter (reprint), American Subcontractors Association

September 2001

Speaking Engagements

2020 Virtual California Employer

November 19, 2020

Paying Bonuses to Employees in the Golden State? Then You Need to Know California's Flat Sum Bonus Overtime Rules

July 22, 2020

Wage and Hour Considerations for Reopening Your Business

May 21, 2020

Practical Considerations for Getting Your Employees Back to Work

May 14, 2020

Southern California Legal Update Series - San Diego

San Diego Marriott Del Mar 11966 El Camino Real San Diego, CA 92130

January 14, 2020

Death of the De Minimis Rule in California and the Impact on the Hospitality Industry

Contact Elizabeth Walsh at ewalsh@littler.com

April 17, 2019

Southern California Legal Update Series - San Diego

San Diego, CA

January 8, 2019

Timely Talk About Wage and Hour Law: 'Tis the Season for Updating Incentive Plans

December 11, 2018

Southern California Legal Update - San Diego

San Diego, CA

December 7, 2017

Southern California Breakfast Briefing - San Diego

San Diego, CA

January 5, 2017

New Employment and Labor Laws for 2016 - San Diego

San Diego, CA

January 7, 2016

California Mandatory Paid Sick Leave: Are You Ready?

May 13, 2015

New Employment and Labor Laws for 2015

San Diego, CA

January 6, 2015

New Employment and Labor Laws for 2014 and 2015

San Diego, CA

January 7, 2014

Littler's Labor & Employment Law Breakfast Series, Employment and Labor Laws Update

Los Angeles, CA

January 16, 2013

Labor and Employment Law Update

San Diego, CA

January 15, 2013

Labor and Employment Law Update

Irvine, CA
January 10, 2013

Complying with California's New Written Commission Plan Requirements

January 9, 2013

Complying with California's New Written Commission Plan Requirements

December 13, 2012

Managing the Contingent Workforce in 2013

San Diego, CA
October 25, 2012

2012 Southern California Legal Update

San Diego, CA
January 24, 2012

The Truth About the Workplace of the Future: Debunking the Myths Surrounding Flexible Work

July 15, 2011

Employment Law Update

San Diego, CA
February 2, 2011

2010 Legal Update

San Diego, CA
January 13, 2010

Big Bucks for Breaks: Meal and Rest Period Requirements for California Employers

San Diego, CA
August 29, 2007

Compliance Solutions from the Boardroom to the Courtroom

Tysons Corner, VA
April 26, 2007