

## Stacey E. James

Shareholder

Co-Chair, Wage and Hour Practice Group

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## Focus Areas

Wage and Hour

Class Action

Audit Services

Contractors, Staffing and Contingent Workers

Healthcare

Hospitality

## Overview

Stacey E. James' practice focuses on assisting clients with state and federal wage and hour compliance, as well as defending employers in wage and hour class, representative, mass and single actions, and enforcement of arbitration agreements. She has successfully and efficiently defended hundreds of lawsuits alleging wage and hour violations, including multiplaintiff, representative (PAGA) and class action lawsuits. In addition, Stacey counsels employers on wage and hour compliance, audits payroll practices and evaluates classification determinations. She has also defended clients against claims of wrongful termination, retaliation, discrimination and harassment.

As co-chair of Littler's national Wage and Hour Practice Group, she oversees the training and development of more than 450 counsel across the nation, as well as ensuring the practice group provides education and assistance to clients through external webinars and trainings. She also works closely with the leadership of Littler's national Class Action Avoidance and Defense Practice Group to develop strategic initiatives to respond to the ever-growing expansion of class, collective, mass and representative complex actions in the wage and hour space.

Stacey's practice is primarily focused on defending clients in all areas of California wage and hour litigation, as well as assisting clients with wage and hour compliance, including the specific areas of regular rate, overtime, meal and rest

periods, and alternative workweek schedules under California law. Her recent successes 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 concentrates on incentive compensation. She works closely with clients to develop and structure incentive compensation plans. Currently, she serves as chair of Littler's Shareholder Compensation Committee. She also has served on the firm's Board of Directors and is a core member of its Hospitality and Health Care industry groups.

Prior to attending law school, Stacey worked in human resources and payroll. She was previously 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 and Board Member, Mama's Kitchen

## Recognition

- Named, The Best Lawyers in America®, 2013-2025
- 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**

### **New Amendments to California Bill Clarify Scope of Prohibition on Junk Fees for Restaurant Industry**

*Littler ASAP*

October 28, 2024

### **Bracing for Impact if California Voters Approve Statewide Minimum Wage Increase**

*Littler ASAP*

October 10, 2024

### **California Restaurants Must Identify Service Fees as Part of Listed Prices**

*Littler ASAP*

May 13, 2024

### **California Supreme Court Affirms Good-Faith Efforts May Shield Employers in Wage Statement Lawsuits**

*Littler ASAP*

May 13, 2024

### **California Supreme Court Confirms Applicability of Derivative Waiting Time Penalty and Wage Statement Claims for Meal and Rest Period Violations**

*Littler ASAP*

May 24, 2022

### **Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers**

*Littler Press Release*

August 19, 2021

### **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<sup>®</sup> 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<sup>®</sup> 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**

**2024 Southern California Regional Employer Conference**

The Westin Anaheim Resort 1030 West Katella Avenue Anaheim, CA 92802  
November 7, 2024

**Annual California Legislative Employment Law Update**

October 17, 2024

**2024 Southern California Breakfast Briefing Series - San Diego**

San Diego, CA  
January 11, 2024

**Show Me the Money! Incentivizing the Workforce of the Future**

Littler Executive Employer Conference, Phoenix, AZ  
May 11, 2023

**Healthcare Industry Roundtable**

Littler Executive Employer Conference  
May 10-12, 2023

**Retail Roundtable**

Littler Executive Employer Conference, Phoenix, AZ  
May 10, 2023

**Regular Rate in the Golden State: The Math Problem With Serious Consequences**

2022 California Virtual Regional Employer Conference  
November 2, 2022

**Hospitality Industry Roundtable**

Littler Executive Employer Conference  
May 4, 2022

**2021 California Virtual Regional Employer Conference**

Sacramento, CA  
October 28, 2021



**The Impacts of Ferra v. Loews Hollywood Hotel (CA Supreme Court): Meal and Other Premiums Must Be Paid at the Regular Rate**

September 2, 2021

**When Every Day is "Blursday" - Wage and Hour Compliance for a Remote Workforce**

July 13, 2021

**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](mailto: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