

Joy C. Rosenquist

Shareholder

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Practice Areas

Unfair Competition and Trade Secrets
Discrimination and Harassment
Drugs and Alcohol
Whistleblowing, Compliance and Investigations

Overview

Joy Rosenquist serves as a California liaison for Littler's Workplace Policy Institute[®] and 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 the impact of California legislation before it becomes law. With her background in governmental affairs and regulatory practice, having previously worked for the State of California for over a decade, she is skilled at representing public entities on all facets of statutory and municipal compliance and related litigation and ordinances.

- Joy has a varied skillset including her focus on the hospitality industry, with in-depth experience in the newly formed Fast Food Council, advising fast food and quick service restaurants on compliance and strategy
- She recently testified before the Assembly Judiciary Committee in opposition to a bill creating joint employer liability between franchisees and franchisors
- Joy has extensive knowledge of California cities' fair workweek and predictive scheduling laws, and has guided a major grocery chain through several investigations
- Joy regularly counsels clients on nationwide pay transparency, having recently published an in-depth Practical Guide on LexisNexis regarding every pay transparency law in the U.S. She advises large and small entities alike on their pay transparency strategies
- She frequently conducts webinars on new California legislation and local ordinances, pay transparency, California pay data filing, as well as advancements in the state's regulation of artificial intelligence

In addition to her government relations and public policy work, Joy is an experienced litigator in state and federal court, defending both private companies and public entities throughout her career. She practiced labor and employment litigation and advice and counsel work at the State for 11 years, with an emphasis on implementation of executive orders, legislation, oversight of regulations, and California budget bill and trailer bill legislation. With Joy's 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.

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, constitutional challenges to peace officer conduct, and private sector trade secret and employee misappropriation cases.

Joy is also adept at workplace audits and investigations, having oversight of internal and third party investigators while employed at the State. She regularly conducts outside investigations for local and State governmental entities.

Joy speaks around the U.S. and internationally on emerging issues in the workplace, including pay transparency, artificial intelligence and California labor and employment public policy. She is regularly quoted and published in such media outlets as *Law360*, *Political*, *Bloomberg Law*, *CNBC*, *SHRM* and *LexisNexis*, and has a significant social media presence on LinkedIn.

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*
- Recipient, Timothy Schooley Award, 2023

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

Blue States Push Back: Legislative Responses to Trump Administration Initiatives

Littler ASAP

April 16, 2025

WPI on California: Major Employment Law Updates on Deck

Littler Podcast

March 25, 2025

Will California's Pay Data Reports Get a New Look Next Year?

SHRM

March 21, 2025

Understanding Los Angeles County's New Fair Workweek Law

SHRM

March 19, 2025

Time Matters: Understanding Los Angeles County's New Fair Workweek Law

Littler ASAP

March 11, 2025

Will California Pay Data Reports Get a New Look in 2026?

Littler ASAP

March 10, 2025

The Global Guide Quarterly (Quarter 4, 2024)

Littler Global Guide Quarterly

January 23, 2025

California's Legislative Highlights for 2025: New Bans, Mandates

SHRM

January 9, 2025

Littler Kicks Off New Year With the Elevation of 28 Attorneys to Shareholder

Press Release

January 3, 2025

Key W&H Legislative Trends For 2025

Law360

January 2, 2025

Capitol Gains: California's Legislative Highlights for 2025

Littler ASAP

December 31, 2024

From Traffic to Tourism: Los Angeles Seeks to Hike Wages Ahead of the Olympics

Littler ASAP

December 17, 2024

California Imposes Disclosure Obligations for Child Labor Audits

SHRM

December 11, 2024

New California laws are set to change the workplace, including a ban on these types of meetings

San Francisco Chronicle

December 7, 2024

California Law Imposes New Disclosure Obligations on Employers Conducting Voluntary Child Labor Audits

Littler ASAP

December 3, 2024

Employment Law Update: New Laws for 2025

Littler ASAP

November 22, 2024

Write it down: California's Freelance Worker Protection Act imposes new requirements for engaging independent contractors

Wolters Kluwer

October 25, 2024

How A California Intersectionality Law Might Boost Equal Pay

Law360 Employment Authority

October 23, 2024

Write It Down: California's Freelance Worker Protection Act Imposes New Requirements for Engaging Independent Contractors

Littler ASAP

October 21, 2024

Microdosing Psilocybin: Popular Drug Has Implications for the Workplace

Littler ASAP

October 9, 2024

Impact Of Equal Pay Data Reporting A Mixed Bag

Law360 Employment Authority

September 9, 2024

What's Next For Calif. Employers After AI Bias Bill's Failure

Law360 Employment Authority

September 6, 2024

Should Workers Have the 'Right to Disconnect'?

RetailWire

August 30, 2024

California's Indoor Heat Illness Prevention Regulation Takes Immediate Effect

Littler ASAP

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 ASAP

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 ASAP

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 ASAP

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 ASAP

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 ASAP

September 12, 2023

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

Littler ASAP

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 ASAP

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 ASAP

June 26, 2023

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

Littler ASAP

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

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 ASAP

February 8, 2023

Remote Work Means Pay Transparency May Be Borderless

Law360 Employment Authority

February 3, 2023

2023 Contractor Pay Reporting on Deck for California Employers

WorldatWork

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 ASAP

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 ASAP

October 5, 2022

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

Littler ASAP

October 5, 2022

California Legislature Advances Fast Food Industry Regulation Bill

Littler ASAP

August 31, 2022

Glendale, CA Institutes Hotel Worker Protections

Littler ASAP

July 25, 2022

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

Littler ASAP

July 8, 2022

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

Littler ASAP

June 23, 2022

Computing Litigation

Comstock Magazine

May 1, 2011

Events & Speaking Engagements

Coast-to-Coast Pay Transparency Laws

March 25, 2025

California Pay Data: Because Who Doesn't Love a Good Spreadsheet

February 19, 2025

Be Prepared for Expanding Job Posting Requirements – Illinois is Next in Line!

December 4, 2024

New Legislation and New PAGA in CA, New Administration in DC – How Can Employers Thrive in 2025?

Sacramento, CA

November 19, 2024

Annual California Legislative Employment Law Update

October 17, 2024

Navigating AI Laws

501c3 Association

October 3, 2024

2024 Littler AI Summit

Washington, DC

September 23, 2024

Navigating New Pay Transparency Policies

September 18, 2024

Navigating the Patchwork of State and Local AI Regulations

August 28, 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