Joy C. Rosenquist

Shareholder

500 Capitol Mall
Suite 2000
Sacramento, CA 95814
main: +1 (916) 830-7200
direct: (916) 830-7280
fax: +1 (916) 561-0828
jrosenquist@littler.com

Practice Areas

Unfair Competition and Trade Secrets
AI and Technology
HR Advice and Counsel
Discrimination and Harassment
Drugs and Alcohol

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. 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 both private and public entities on all facets of advice and counsel, and employment litigation.

- Joy advises on proposed and enacted laws statewide in labor and employment law, with an emphasis on emerging AI legislation. 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.
- Joy is a core member of Littler's pay transparency and pay equity practice group, where she counsels multistate clients on transparency compliance and litigation avoidance. 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 has been a labor and employment litigator for 24 years, including trial and appellate work.
- Joy has a varied skillset including her focus on the hospitality industry, with in-depth experience advising fast food and quick service restaurants on compliance and strategy, and with insight into local ordinances regulating hospitality.

- 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.
- She is experienced in representing employers before the Public Employee Relations Board (PERB).
- Joy recently obtained a dismissal of a Complaint in federal court on behalf of a public entity client who was sued by an association claiming free speech violations pertaining to union speech. Joy worked in conjunction with the PERB to seek all Defendants' dismissals.

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

Agentic AI in the Workplace
Littler Report
November 3, 2026

Ninth Circuit Holds that California's Captive-Audience Ban Violates the First Amendment
Littler ASAP
October 30, 2026

California's 2026 AI Legislation Wave: New Laws Target AI Throughout the Employment Lifecycle
Littler ASAP
October 14, 2026

California's TRAP Reset: New Exceptions, New Timeline, New Questions
Littler ASAP
September 8, 2026

Littler's Workplace Policy Institute Releases 2026 Labor Day Report
Press Release
September 8, 2026

WPI Labor Day Report: Ten Issues Shaping the Workplace in 2026
Littler Report

September 7, 2026

From Long Beach to Providence: Rhode Island's New Self-Checkout Law Signals a Growing Legislative Trend
Littler ASAP
July 28, 2026

The Global Guide Quarterly (Quarter 2, 2026)
Littler Global Guide Quarterly
July 22, 2026

July is the New January – 2026
Littler ASAP
June 16, 2026

California Executive Order Focuses on Worker Protections for Disruption Caused by AI
Littler ASAP
May 29, 2026

Newsom AI order puts employers on notice
Daily Journal
May 22, 2026

The Global Guide Quarterly (Quarter 1, 2026)
Littler Global Guide Quarterly
April 22, 2026

Washington Bans All Noncompete Agreements
SHRM
April 13, 2026

Washington Bans All Noncompetes and Takes a Swipe at TRAPs, Clawbacks, and Forfeitures
Littler ASAP
March 24, 2026

The Global Guide Quarterly (Quarter 4, 2025)
Littler Global Guide Quarterly
January 28, 2026

New California laws for the workplace target bonuses and job postings
San Francisco Chronicle
January 6, 2026

Federal Court (Mostly) Blocks California's Push into Labor Law
Littler ASAP
December 29, 2025

Wait, Is Marijuana Legal? How Trump's Executive Order on Marijuana May Impact the Workplace
Littler ASAP
December 19, 2025

Employment Regulatory Recap: 2025
Littler ASAP
December 12, 2025

New Year, New Employment Laws – What Takes Effect January 1, 2026?
Littler ASAP
November 11, 2025

California Employers, Heads Up: Senate Bill 513 Just Changed the Rules on Personnel Files
Littler ASAP
October 28, 2025

Wage Reporting Laws Are Useful Deterrents To Pay Inequality
Law360 Employment Authority
October 16, 2025

Changes Are in Store for California Pay Data Reporting, Pay Transparency, and Pay Equity Requirements
Littler ASAP
October 14, 2025

California Goes After TRAPs and Stay-or-Pay Provisions
Littler ASAP
October 8, 2025

When Boards Collide: PERB vs. NLRB and the Compliance Clash
Littler ASAP
September 12, 2025

Checkout Checkmate: Long Beach Enacts Self-Checkout Ordinance
Littler ASAP
September 2, 2025

California Approves Landmark AI Employment Regulations
Littler ASAP

July 30, 2025

The Global Guide Quarterly (Quarter 2, 2025)
Littler Global Guide Quarterly
July 23, 2025

Senate Committee Questions DOL, EEOC Nominees
Littler ASAP
June 18, 2025

July Is the New January – 2025
Littler ASAP
June 17, 2025

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

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
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

2026 Future of Work Summit
Washington, DC
November 2, 2026

New Laws, New Lawsuits - Spooky Developments for California Employers as 2027 Looms Large
Sacramento, CA
October 28, 2026

California's 2027 Employment Law Hauntings
October 13, 2026

2026 Houston Regional Employer Conference
Houston, TX
September 17, 2026

Employment Law and Compliance Outlook
February 26, 2026

Mission Possible: Conquering California Pay Data Season
February 13, 2026

California's 2026 Employment Law Hauntings. Web of Laws: California Spins Another Year of Workplace Rules, Legislature or Treat!
October 29, 2025

Blue States vs. the Fed - Management in the Middle
August 7, 2025

Pay Transparency and Pay Equity Through the LoD Lens: Practical Guidance for Pressing Issues
Webinar
June 17, 2025

Precarious Politics, PAGA Procedures and Other Pressing Predicaments – Progress or Pandemonium for California Employers?
Sacramento, CA
May 20, 2025

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