

Laurent R.G. Badoux

Shareholder

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Practice Areas

Wage and Hour
Labor Management Relations
International Employment Law
Unfair Competition and Trade Secrets
Hospitality

Overview

Laurent Badoux advises clients in the private and public sector on a variety of employment law matters. His broad range of experience encompasses all facets of litigation (including class and collective actions), collective bargaining agreement negotiation and arbitration, unfair labor practice trials, and the defense of administrative charges involving numerous agencies. He has experience with:

- Wage and hour audits and compliance
- Wrongful termination
- Workplace discrimination
- Harassment
- Unfair competition
- Trade secrets
- Restrictive covenants
- Breach of contract
- Fiduciary duties of corporate executives and officers
- Labor relations
- Workplace safety
- Contingent workforce arrangements

In his general employment law litigation practice, Laurent handles claims involving:

- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Arizona Employment Protection Act
- The Arizona Fair Wages and Healthy Families Act
- The Arizona Minimum Wage Act
- The Arizona Wage Act
- The Class Action Fairness Act
- The Computer Fraud and Abuse Act
- The Defend Trade Secrets Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The National Labor Relations Act (Incl. LMRA & LMRDA)
- Nevada Wage & Hour Laws
- Title VII of the Civil Rights Act
- The Uniform Trade Secrets Act (state variations)

He appears in state and federal courts at the district and appellate levels, and also practices before the Department of Labor, the Equal Employment Opportunity Commission and the National Labor Relations Board. Additionally, he has participated in proceedings with the Arizona Department of Economic Security, the Office of Labor Commissioner of the state of Nevada, the Industrial Commission of Arizona, and the Arizona Department of Occupational Safety and Health.

Laurent also assists clients with conducting legal compliance audits, providing preventive training to employees and managers, and drafting employee handbooks, policies and domestic and foreign employment contracts for expatriates and intra-company transfer employees.

His clients span the following industries:

- Retail
- Hospitality
- Public sector
- Transportation
- Healthcare
- Shipping
- Sanitation
- Construction
- Consumer services

He is a member of Littler's International Employment Law, Wage and Hour, Traditional Labor law and Hospitality Industry practice groups.

Additionally, Laurent was an adjunct professor of hospitality law at the University of Nevada, Las Vegas. In law school, Laurent was an intern law clerk for the Hon. Nancy Fiora, U.S. Magistrate Judge, District of Arizona. He also was a recipient of the National Order of the Barristers, Order of the Advocates, and a member of the Emory Moot Court Board of Directors.

Professional and Community Affiliations

- Member, Employment and Labor Law Section - State Bar of Arizona
- Member, American Bar Association
- Member, Board of Directors - Arizona Autism United
- Past Member, Phoenix Committee on Foreign Relations
- Former Corporate Secretary / Member, Board of Directors - International School of Arizona
- Past Member, Board of Directors – Arizona Technology Council

Recognition

- Named, Southwest Super Lawyer - Arizona, *Super Lawyers*, multiple years since 2012
- Named, Labor and Employment Law - Best Lawyers in America, *Arizona - Labor Law Management*, multiple years since 2014
- Named, Recommended Attorney, *Legal 500*, 2014 Ed.
- Named, Recommended Management Labour and Employment Law, *Who's Who Legal*, since 2015
- Named, Top Lawyer in Arizona, *AZBigMedia*, 2022-2023
- Named, Top Lawyer, *Phoenix Magazine*, 2015
- Named, Arizona's Top Attorneys, *AZ Business Magazine*, 2014
- Member, Slonaker House Honors Society, *University of Arizona*

Education

J.D., Emory University School of Law, 1997

B.A., University of Arizona, 1993, *cum laude*

Bar Admissions

Arizona

Nevada

Languages

French

Courts

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, District of Arizona

U.S. District Court, Northern District of Georgia

Publications & Press

4 Ways Future Chevron Decision May Affect Wage Landscape

Law360 Employment Authority

January 18, 2024

Longtime Littler Shareholder Rejoins Firm From Buchalter

Law360

May 3, 2023

Littler Welcomes Back Shareholder Laurent Badoux in Phoenix

Press Release

May 1, 2023

Your Business and the Law

Greater Phoenix InBusiness

June 2022

The New Battlefield

Law360

January 3, 2019

Ask the Expert / Personal Phone Bill for Reimbursement

AZCentral / Lexology

February 17, 2017

Is Technology Sinking Your Business?

AZBusiness Magazine

November 2016

Changes Coming to Arizona Employers After Election Day

Scottsdale Independent

October 2016

Get Ready! White Collar Overtime Rules Are Coming

AZ Big Media

March 31, 2016

Implications of Zika Virus on Employment-related Travels

AZBusiness Magazine / Law360

February 18, 2016

Shareholder Activism May Require Change in Pay

Corporate Counsel Weekly (BNA), with Yin Wilczek

May 4, 2015

The Madness of March

AZ Big Media

March 14, 2014

BYOD Trend a Growing Concern

AZ Business Magazine / Multiple Contributors

August 16, 2013

New Seventh Circuit Decision May Pave the Way for More Stringent Certification Standards in FLSA Collective Actions

Littler ASAP

February 11, 2013

Decision May Pave Way for More Stringent FLSA Collective Action Certification Standard

Littler ASAP

February 11, 2013

New Decision Highlights the Importance of Forum Selection Clauses in Cross-Border Employment Agreements

Littler ASAP

September 21, 2012

It's Time for Employers to Distribute MLR Rebates: Does Your Company Know How and to Whom?

EmployersWeb.com

July 24, 2012

The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute

Littler Report

February 15, 2012

AutoZone Store Managers Found to Be Exempt Executive Employees

Littler ASAP

February 13, 2012

NLRB Upholds Disciplinary Action Despite Unlawfully Overbroad Work Rule

Littler ASAP

August 18, 2011

Trends in Wage and Hour Litigation Over Unpaid Work Time and the Precautions Employers Should Take

Littler Mendelson White Paper

June 2011

Department of Labor Issues Interpretation Narrowing Clothes-Changing Exclusion and Expanding Scope of Compensable Workday

Littler ASAP

June 23, 2010

DOL Issues Second Administrator Interpretation Over Time Spent Donning and Doffing Protective Equipment

Littler ASAP

June 18, 2010

Officers Not Entitled to Pay For Donning And Doffing Uniforms, Ninth Circuit Rules

Littler ASAP

March 30, 2010

The Ninth Circuit Clears the Way for Tip-Pooling Arrangements

Littler ASAP

March 8, 2010

Sears Decision Defines Proper Scope of Waiver of Wage Claims

Littler ASAP

August 27, 2009

The D.C. Circuit Reminds Employers of the Perils of Selectively Enforcing Their Solicitation and E-Mail Policies Against Union-Related Activities

Littler ASAP

July 15, 2009

District Court Rules City is Not Responsible for Donning and Doffing Time

Littler ASAP

February 3, 2009

With Millions on the Line, Wage Training Makes Sense

Phoenix Business Journal

February 2008

Arizona Adopts Sweeping Wage Reforms (Proposition 202)

Littler ASAP

December 15, 2006

Federal Court Affirms Legality of Deducting Credit Card Processing Fees From Servers' Tips

Littler ASAP

April 13, 2006

Arizona Supreme Court Strikes Down Denial of Worker's Compensation Benefits Due to Presence of Alcohol or Drugs

Littler ASAP

August 29, 2005

ADA Compliance: A Guide for Restaurants & Other Food Service Employers

Littler ASAP

December 22, 2004

Events & Speaking Engagements

Expectations from the DOL in 2025

May 1, 2025

2023 Arizona Regional Employer Conference

Phoenix, AZ

November 1, 2023

A Primer on All Things Tips, Including Tip Credit, the 80/20 Rule, and Tip Pooling

October 26, 2023

How Will 2016 Shape Arizona, Jobwise?

Diane Rehm Show, National Public Radio, Phoenix, AZ

January 2016

Global Trends in Executive Compensation

American Bar Association, Section on International Law, Washington, D.C.

May 2015

What the NLRB Has in Store

AZSHRM Legislative Conference

February 2015

4th Annual Public Sector Employment Law Update

Phoenix, AZ

February 14, 2013

Legal Update for Small Business

Annual State Conference - Arizona Society for Human Resource Management
September 2011

Recent Legal Changes Impact Public Employees in Arizona

Annual State Conference - Arizona Society for Human Resource Management
September 2011

There's No Union Here! What Arizona Employers Need to Know About Labor Law

Monthly Workshop - Society for Human Resource Management of Greater Tucson
May 2011

Proper Use of Independent Contractors

16th Annual Employment and Legislative Conference - Arizona SHRM
March 2011

2nd Annual Public Sector Employment Law Update

Phoenix, AZ
February 17, 2011

What has 2010 brought us and what is in store for 2011? Employment Law Update

Arizona Small Business Association
December 2010

Social Media in the Global Workplace

Annual Fall Meeting, Section on International Law - American Bar Association, Paris, France
November 2010

The Times They Are A Changin' Labor & Employment Law Challenges on the Road to Recovery

Annual Convention - HFTP, San Diego, CA
October 2010

What Arizona Employers Need To Know About Labor Law

Annual State Conference - Arizona SHRM
September 2010

HR 101; Employment Issues for Small Businesses

2010 Annual State Conference Workshop - Arizona SHRM
August 2010

2010 Public Sector Employment Law Update

Phoenix, AZ

March 19, 2010

Top 10 for 2010

15th Annual Employment and Legislative Conference - Arizona SHRM
February 2010

The Lilly Ledbetter Fair Pay Act: How to Walk the Minefield

Phoenix, AZ

September 17, 2009

Managing Leaves of Absence

Phoenix, AZ

March 18, 2009