



Stacey E. James

Shareholder

Co-Chair, Wage and Hour Practice Group

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Practice 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. She is also a member of the firm's Strategic Review Committee, which provides guidance to class and collective action case teams throughout the firm.

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. Stacey recently led an appellate team in a victory before the California Court of Appeals for the Sixth Appellate District, which upheld a trial court's summary judgment ruling and costs award in favor of her client after seven years of hard-fought litigation in a whistleblower retaliation case.

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

Wolters Kluwer

November 4, 2024

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

Press Release

August 19, 2021

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

Littler ASAP

February 1, 2021

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

Press Release

August 20, 2020

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

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

Press Release

August 15, 2018

New California Wildfires a Reminder of Employer Obligations

Littler ASAP

August 7, 2018

Employer Responsibilities Mount as California Fires Rage

Littler ASAP

December 11, 2017

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

Press Release

August 17, 2017

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

Press Release

August 16, 2016

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

Press Release

August 18, 2015

Littler Elects Five New Members to its Board of Directors

Press Release

January 26, 2015

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

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 ASAP

July 15, 2014

Littler Attorneys Named in Best Lawyers in America® 2014 Edition

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

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 ASAP

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

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

Monthly Newsletter (reprint), American Subcontractors Association

September 2001

Losing Employees To The Military

Sheppard Mullin Labor and Employment Update

September 2001

Events & Speaking Engagements

2025 California Breakfast Briefing Series - San Diego

San Diego, CA

February 5, 2025

2024 Southern California Regional Employer Conference

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

Retail Roundtable

Littler Executive Employer Conference, Phoenix, AZ

May 10, 2023

Healthcare Industry Roundtable

Littler Executive Employer Conference

May 10-12, 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

January 14, 2020

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

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