

## Jaime B. Laurent

Shareholder

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## Focus Areas

Contractors, Staffing and Contingent Workers  
Litigation and Trials  
Class Action  
Business Restructuring and M&A  
Discrimination and Harassment  
Whistleblowing, Compliance and Investigations

## Overview

Jaime Laurent has extensive experience in both general and complex civil litigation. He defends businesses from labor and employment claims and regulatory actions brought by government agencies including, but not limited to, misclassification claims, discrimination and harassment claims, and wage and hour claims.

From a transactional perspective, Jaime believes that risk management for any business starts with creating operational practices that help to manage litigation cost effectively. He firmly believes in "facts over contracts." While employer written policies, procedures and contracts can work to minimize risk, the operational actions and internal communications of the company must be in alignment with the company's litigation risk management strategies. Jaime works with employers to harmonize their corporate acts with their policies to manage litigation risk.

He advises numerous companies on a wide range of labor and employment legal issues including operational issues, independent contractor issues, state and federal statutory compliance, investigations, contracts, and negotiations.

Jaime routinely speak at venues in California on various labor and employment topics. He has presented to various industry groups on issues ranging from sources of misclassification risks in California to arbitration issues.

## Education

J.D., Pepperdine University School of Law

B.A., University of British Columbia

B.A., University of Alberta

## Bar Admissions

California

## Courts

U.S. District Court, Northern District of California

U.S. District Court, Central District of California

Superior Court of California, County of Los Angeles

## Publications & Press

**Los Angeles Publishes ‘Model Contract’ Under Freelance Worker Protections Ordinance**

*SHRM*

September 6, 2024

**Los Angeles Publishes “Model Contract” Under Freelance Workers Protections Ordinance**

*Littler ASAP*

August 30, 2024

**Littler Adds Shareholder Jaime Laurent in Los Angeles**

*Littler Press Release*

August 20, 2018

## Speaking Engagements

**2021 California Virtual Regional Employer Conference**

Sacramento, CA

October 28, 2021

**Southern California Legal Update Series**

Los Angeles, CA

January 29, 2020

**The Five Sources of Misclassification Risks in California: Tips on How to Address Each Threat, and a Special Feature on How to Defend Against Company-Wide EDD Audits.**

Harbor Trucking Association – Oakland Chapter, Oakland, CA

2017

**Administrator's Interpretation No. 2015-1: Misclassification and the FLSA**

Harbor Trucking Association – Los Angeles/Long Beach Chapter, Long Beach, CA

2015

**Misclassification: Russian Roulette, Realities and Paths Out of the Wilderness**

Harbor Trucking Association – Los Angeles/Long Beach Chapter, Long Beach, CA

2015

**TNC Impact on Local Taxicab Industry**

Santa Monica City Counsel, Santa Monica, CA

2015

**PUC Proceedings: Decision in Response to Petition for Re-Hearing**

Taxi Paratransit Association of California: TPAC Convention, Long Beach, CA

2014

**Public Utilities Commission: Update Regarding TNC Rulemaking Proceedings**

Taxicab Paratransit Association of California, Los Angeles, CA

2014

**The Effect of AT&T Mobility LLC v. Concepcion on Current Litigation Regarding the Employment Status of Airport Ground Transportation Drivers**

Airport Ground Transportation Association, Las Vegas, NV

2012