

## Laura E. Hayward

Shareholder

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### Focus Areas

Wage and Hour  
Class Action  
Audit Services  
Policies, Procedures and Handbooks

### Overview

Laura E. Hayward advises and represents a wide variety of employers, from start-ups to established Fortune 500 companies, in wage and hour matters before state and federal courts and administrative agencies. She has extensive experience defending statewide class actions under the California Labor Code and Private Attorneys General Act involving a wide range of claims including paystub format, unpaid overtime including regular rate calculations, meal and rest periods, off the clock work, rounding, misclassification, expense reimbursement. Laura has also assisted numerous employers in audits before the U.S. Department of Labor and hearings before the California Division of Labor Standards Enforcement.

Laura has rare class action trial experience having second-chaired a four-week class action meal period trial in Santa Clara County, which resulted in a total defense verdict. She has also successfully decertified several nationwide and statewide class actions, and in several cases, has negotiated with plaintiffs to drop their class claims and resolve their cases on an individual basis, including in cases involving defenses based on a collective bargaining agreement. In addition to litigating class actions, Laura has assisted numerous clients to achieve early resolution of high-risk class actions and develop a plan for future compliance.

Additionally, Laura performs compliance audits to identify and quantify wage and hour risks and assist with remediation efforts such as training and policy drafting. She also provides counseling and advice to employers on a wide variety of

topics, including overtime exemptions and reclassifications, meal and rest period issues, overtime calculations, expense reimbursement, and wage and hour policies and procedures.

Prior to joining Littler, Laura worked for five years at a top-ranked international firm, where she focused on employment and general business litigation, and class action defense. While in law school, she participated in the DC Street Law Clinic, where she taught a legal course to high school students; and Law Students in Court, where she represented low-income clients in court on a variety of landlord-tenant disputes and other issues.

## Professional and Community Affiliations

- Member, American Bar Association

## Education

J.D., Georgetown University Law Center, 1999

A.B., Stanford University, 1996

## Bar Admissions

California

## Courts

U.S. District Court, Northern District of California

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

### California Supreme Court Clarifies the Scope of “Hours Worked” Under California Law

*Littler Insight*

April 1, 2024

### How Flexible Are You? Stretching the Boundaries with a Remote Workforce

*Littler Insight*

March 15, 2013

### Sweet News on Rounding for California Employers: See's Candy Shops, Inc. v. Superior Court

*Littler Insight*

October 31, 2012

**California Court Reverses Anti-Rounding Decision**

*Littler ASAP*

October 30, 2012

**Top Defense Verdicts: Driscoll v. Granite Rock Company**

*Daily Journal*

February 15, 2012

**Concrete Company Cements Win in Meal Period Class Action Trial**

*Littler Insight*

September 6, 2011

**California Employers Don't Have to Force Meal Breaks**

*InsideCounsel*

August 30, 2011

**Graniterock wins class action lunch break case**

*San Jose Mercury News*

August 30, 2011

**Graniterock Beats Class Action Over Off-Duty Meal Policy**

*Law360.com*

August 29, 2011

## **Speaking Engagements**

**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

**Wage and Hour Solutions for Exempt Employees**

California Hotel & Lodging Association Webinar

November 21, 2013

**Wage and Hour Solutions for Non-Exempt Employees**

California Hotel & Lodging Association Webinar

November 14, 2013

**Wine Flight of Employment Law: Tasting Notes to Keep Your Business Out of Trouble**

San Francisco, CA

July 17, 2013

**How to Keep the DOL From Being a Frequent Guest at Your Hotel: Wage and Hour Solutions for Bay Area Hotels**

San Francisco, CA

June 6, 2013

**Wage and Hour Class Actions In a Post-Brinker World**

Wage and Hour Class Actions: Economic, Legal and Statistical Issues - ERS Group, Santa Monica, CA

May 10, 2012

**Lessons Learned from a Successful California Class Action**

March 15, 2012