

Naomi Seddon

Shareholder

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Focus Areas

Immigration and Global Mobility
International Employment Law
Discrimination and Harassment
Unfair Competition and Trade Secrets
Arbitration

Overview

Licensed to practice law in Australia, New Zealand and the United States, Naomi Seddon has experience in providing global employment solutions for companies with operations across Australia, its neighboring countries, and the U. S. She regularly advises companies on matters such as:

- The transfer of employees between countries
- Managing risk and compliance
- International employment agreements
- Benefits and compensation
- Local labor, union and employment issues
- Immigration
- Employment taxes
- Global policies
- Company restructuring and down-sizing
- Employment litigation

Naomi has appeared before federal and state courts in Australia, New Zealand and the United States on matters ranging from employee termination disputes, contract law, retrenchments, post-employment restraint and breach of employer

confidential information issues, wage and hour disputes, union disputes and discrimination and harassment matters. She has advised and acted on behalf of employers of varying size, across many industries and countries.

In addition to Naomi's international employment law experience, her experience working at both employer and employee representative firms, and advising in matters for and against union and employer groups, provides her a unique perspective to advise her clients.

Naomi has extensive alternative dispute resolution experience. Naomi has bachelor and master of law degrees and has completed post graduate studies in legal practice.

Professional and Community Affiliations

- Member, Law Institute of Victoria, Australia
- Member, American Australian Association
- Member, Women Lawyers Association of Los Angeles
- Member, Advance, Australia
- Member, Luminary Circle - Step Up Women's Network
- Member, Migration Institute of Australia
- Barrister and Solicitor, High Court of New Zealand, 2017

Recognition

- Named, Recommended Lawyer, Workplace and Employment Counseling, *Legal 500 United States*, 2016

Education

LL.M., Monash University, AU, 2009

LL.B., Deakin University, AU, 2004

Bar Admissions

California

Australia

New Zealand

Courts

U.S. District Court, Central District of California

Supreme Court of Victoria

Federal Court of Australia

High Court of New Zealand

Publications & Press

2024 Summer Olympics Series: Australia

Littler Insight

August 2, 2024

The Global Guide Quarterly (Quarter 2, 2024)

Littler Global Guide Quarterly

July 24, 2024

Littler Global Guide - Australia - Q1 2024

Littler Global Guide Quarterly

April 17, 2024

A Comprehensive Global Guide for AI Data Protection in the Workplace

Corporate Compliance Insights

April 16, 2024

Developing a Global Data Protection Framework for Artificial Intelligence in the Workplace

Littler Insight

February 29, 2024

Australia Aims to Give Employees the Right to Disconnect

Littler ASAP

February 9, 2024

Littler Global Guide - Australia - Q4 2023

Littler Global Guide Quarterly

January 16, 2024

Littler Global Guide - Australia - Q3 2023

Littler Global Guide Quarterly

October 17, 2023

Littler Expands Asia-Pacific Capabilities with Addition of Korea, Hong Kong and Malaysia-Qualified Lawyers to APAC Regional Office in Singapore

Littler Press Release

October 16, 2023

Women's World Cup 2023 – Equal Pay for Women in and Out of Sports

Littler Insight

August 4, 2023

Littler Global Guide - Australia - Q2 2023

Littler Global Guide Quarterly

July 21, 2023

Littler Global Guide - Australia - Q1 2023

Littler Global Guide Quarterly

April 12, 2023

What legal issues arise when implementing global policies around women's health and fertility?

Littler 2 the Point Video

March 14, 2023

Australia Takes Steps to Address Pay Secrecy and Gender Pay Gap

Littler ASAP

February 15, 2023

Littler Global Guide - Australia - Q4 2022

Littler Global Guide Quarterly

January 26, 2023

Australia: Amendments to Professional Employees Award 2020 Will Require Overtime Pay and Penalty Rates for Engineers, IT Professionals and Scientists

Littler ASAP

January 26, 2023

Littler World Cup Matchups Part 5: Whistleblower Protections

Littler Insight

December 2, 2022

Littler World Cup Matchups Part 2: Short-Term Sick Pay

Littler Insight

November 18, 2022

Littler World Cup Matchups Part 1: Paid Vacation and Annual Leave

Littler Insight

November 17, 2022

Littler Global Guide - Australia - Q3 2022

Littler Global Guide Quarterly

October 25, 2022

Littler Global Guide - Australia - Q1 2022

Littler Global Guide Quarterly

April 18, 2022

Littler Global Guide - Australia - Q4 2021

Littler Global Guide Quarterly

January 19, 2022

Littler Global Guide - Australia - Q2 2021

Littler Global Guide Quarterly

July 19, 2021

Littler Global Guide - Australia - Q4 2020

Littler Global Guide Quarterly

February 26, 2021

Littler Global Guide - Australia - Q3 2020

Littler Global Guide Quarterly

October 22, 2020

Littler Global Guide - Australia - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Littler Global Guide - New Zealand - Q2 2020

Littler Global Guide Quarterly

July 23, 2020

Littler Global Guide - Australia - Q1 2020

Littler Global Guide Quarterly

April 15, 2020

AUSTRALIA: COVID-19 (Coronavirus) – Employer FAQs

Littler Insight

March 10, 2020

Littler Global Guide - Australia - Q4 2019

Littler Global Guide Quarterly

January 22, 2020

Littler Global Guide - Australia - Q3 2019

Littler Global Guide Quarterly

October 16, 2019

Littler Global Guide - New Zealand - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

Littler Global Guide - Australia - Q2 2019

Littler Global Guide Quarterly

July 17, 2019

Australia: When Does the Use of Workplace Biometrics Violate the Privacy Act?

SHRM Online

May 7, 2019

New Zealand: Critical Employment Law Changes

Littler ASAP

May 6, 2019

Littler Global Guide - Australia - Q1 2019

Littler Global Guide Quarterly

April 15, 2019

New Zealand Privacy Bill Would Add Authorization and Data Breach Notification Requirements

Littler ASAP

February 14, 2019

Littler Global Guide - Australia - Q4 2018

Littler Global Guide Quarterly

January 16, 2019

Australia Updates Catastrophic Injury Regulations, Affecting Workers' Compensation Procedures

Littler ASAP

December 10, 2018

Australia Passes Law Requiring Large Companies to Report on Modern Slavery

Littler Insight

December 4, 2018

Victoria, Australia Amends Long Service Leave Laws as of November 1, 2018

Littler ASAP

October 31, 2018

New Zealand Moves to Streamline Procedure for Employee Equal Pay Claims

Littler ASAP

October 29, 2018

Littler Global Guide - Australia - Q3 2018

Littler Global Guide Quarterly

October 11, 2018

Littler Global Guide - Australia - Q2 2018

Littler Global Guide Quarterly

July 20, 2018

Australia: New South Wales Introduces Law Requiring Companies to Report on Modern Slavery

Littler Insight

July 13, 2018

Littler Global Guide - Australia - Q1 2018

Littler Global Guide Quarterly

April 23, 2018

Proposed Act Seeks to Require Large Companies Operating in Australia to Report on Modern Slavery

Littler Insight

February 6, 2018

Littler Global Guide - Australia - Q4 2017

Littler Global Guide Quarterly

January 19, 2018

Littler Global Guide - Australia - Q1 2017

Littler Global Guide Quarterly

March 31, 2017

Littler Ranks in The Legal 500 United States Guide

Littler Press Release

June 20, 2016

Australia: Federal Court Clarifies Rate Employers Must Pay for Untaken Annual Leave on Termination

Littler ASAP

August 10, 2015

Littler Names Naomi Sheridan Shareholder

Littler Press Release

August 3, 2015

Australia: Government Seeks to Redefine Parameters of Paid Parental Leave Entitlements to Prevent Employee "Double-Dipping"

Littler ASAP

July 9, 2015

Australia: Tribunal Defines "Place of Work" for Off-Duty Misconduct Purposes, Finds Unfair Dismissal Due to Procedurally Defective Investigation

Littler ASAP

July 8, 2015

Australia: Significant Change in Determining Employee Access to Unfair Dismissal Claims

Littler ASAP

July 7, 2015

Australia: Tax Changes on the Horizon for Expatriates Working in Australia

Littler ASAP

June 10, 2015

Australia: Get Set For a 2.5% Increase to Minimum Wages Effective July 1, 2015

Littler ASAP

June 8, 2015

Australia: Employment Status of Foreign Workers in Australia's Offshore Sector is in Flux Yet Again

Littler ASAP

April 1, 2015

Bridging the Gap Between Australia and the United States

Advance

February 26, 2015

Asking Questions that Relate to the Diversity or Sensitive Personal Information of a Job Applicant or Employee May Be a Breach of Australia's Discrimination and Privacy Laws

Littler ASAP

December 24, 2014

E-3 Visas: Immigrating from Australia

Society For Human Resource Management (SHRM)

December 10, 2014

Australia: What Employers with Australian Operations Should Know about Extension of Australia's Employment Laws Outside its Exclusive Economic Zone

Littler ASAP

November 25, 2014

Australian Supreme Court Decision Holds Important Lesson for Companies with Australian Operations Regarding Use of Post-Employment Restraints

Littler ASAP

February 12, 2014

Australia Beefs Up Its Anti-Bullying Laws

Littler ASAP

January 23, 2014

The 2012 Global Employer: Highlights of Littler's Fifth Annual Global Employer Institute

Littler Report

February 21, 2013

Making a move into the Australian or US market: Important employment law tips to consider

100 Cups of Coffee

February 18, 2013

Speaking Engagements

2024 APAC Regional Employer Conference

September 25, 2024

U.S. Market Entry Event

Sydney Startup Hub (SSH) | Level 1 Event Room11 York StreetSydney NSW 2000

August 12, 2024

U.S. Market Entry Event

Investment Centre Victoria, Gippsland Room Level 46, 55 Collins St. Melbourne 3000
August 6, 2024

U.S. Market Entry Event

The Precinct Level 2 TC Beirne Building 315 Brunswick St Mall Fortitude Valley, QLD 4006
July 31, 2024

Modern Award Compliance Australia

April 30, 2024

Supporting Employees with the Four Ms: Menstruation, Miscarriage, Maternity and Menopause

Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

Attracting, Retaining, and Accommodating Neurodiverse Employees – The Benefits and Business Case

Littler Executive Employer Conference, Phoenix, AZ
May 11, 2023

Wellness and Morale for Women: Working Together Beyond the Taboo

Littler Executive Employer Conference
May 6, 2022

International Women’s Day – Supporting Women’s Health in the Workplace

March 8, 2022

So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?

February 17, 2022

So, You Think You Are Ready for Global Inclusion, Equity and Diversity. What Now?

February 16, 2022

FAQs: COVID-19 Vaccinations in the APAC Region

November 23, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 29, 2021

Is Your Company Ready for Diversity, Equity, and Inclusion?

July 28, 2021

Asia Pacific Regional Outlook 2021

February 4, 2021

Asia Pacific Regional Outlook 2021

February 3, 2021

Modern Workplaces and Employee Benefits: A Discussion of Fertility and Family-Planning Issues in the Workplace

November 24, 2020

U.S. Market Entry Series - Queensland

The Gold Coast Innovation Hub, Robina

March 28, 2019

U.S. Market Entry Series - Brisbane

Fishburners, Brisbane

March 27, 2019

U.S. Market Entry Series - Adelaide

The Atrium, Unley, SA

March 25, 2019

Modern Awards Roundtable - Glebe

Polyglot Group, Glebe

March 21, 2019

U.S Market Entry Series - Glebe

Polyglot Group, Glebe

March 21, 2019

The Global Era of the Woman: An In-Depth Discussion of Female Issues in the Workplace and What Employers Can Do to Move Ahead of the Curve

Investment Centre Victoria, Melbourne, VIC

March 18, 2019

Modern Awards Roundtable - Melbourne

American Chamber of Commerce in Australia, Melbourne VIC

March 18, 2019

U.S Market Entry Series - Perth

Perth, Australia

March 15, 2019

International #MeToo, #StandUp and Transformative Technologies in the Workplace

Seattle, WA

December 4, 2018

#MeToo, #StandUp and Transformative Technologies in the Workplace

San Francisco, CA

September 13, 2018

International Employment & Labor Law Roundtable

Los Angeles, CA

September 12, 2018

Preparing for Stage 2 Global Growth or a Business Sale

June 9, 2017

Preparing for Stage 2 Global Growth or a Business Sale

June 8, 2017

Preparing for Stage 2 Global Growth or a Business Sale

June 6, 2017

Managing Employees Across Borders; Managing Cultural Differences, Global Investigations and Compliance, Hiring & Terminations

May 31, 2017

Entering New Markets: Tips and Tricks of Global Expansion

May 11, 2017

Looking to Expand Your Business into Australia?

Australian Trade and Investment Commission Australia House Strand, London WC2B 4LA, UK

April 26, 2017

Attracting Global Talent and Structuring Expat Compensation Packages

April 7, 2017

Attracting Global Talent and Structuring Expat Compensation Packages

April 6, 2017

Attracting Global Talent and Structuring Expat Compensation Packages

April 4, 2017

Expanding into the U.S.? The Tips, Tricks and Pitfalls of U.S. Market Entry

February 24, 2017

Expanding into the U.S.? The Tips, Tricks and Pitfalls of U.S. Market Entry

February 23, 2017

U.S. Market Entry Series - Melbourne

State Government of Victoria Level 4655 Collins Street Melbourne 3000

October 28, 2015

U.S. Market Entry Series - Sydney

NSW Trade & Investment Centre MLC Centre, Level 4719 Martin Place Sydney, 2000

October 22, 2015

U.S. Market Entry Series - Adelaide

Business SA136 Greenhill Road Unley, South Australia 5061

October 19, 2015

U.S. Market Entry Series - Brisbane

Trade & Investment Queensland, Level 3400 George Street Brisbane, Queensland 4000

October 15, 2015

Managing Across Borders

Seattle, WA

September 17, 2015

APAC Market Entry

Los Angeles, CA

September 10, 2015

Global Compliance & Cross-Border Investigations: Strategies for Enforcement and Risk Management

June 17, 2015

Business Visas

2015 CPD Immigration Law Conference - Law Council of Australia, Melbourne, Australia

March 19, 2015

Global Mobility Solutions: Managing Expats through the Maze of Immigration, Compensation and Benefits Regulations

Littler Mendelson, Miami, FL

March 5, 2015

Labor Market and Global Mobility

Rio de Janeiro, Brazil
February 27, 2015

Navigating the Challenges of Enforcing Non-Compete Agreements Globally

January 26, 2015

Working in the Southern Hemisphere: Employment in Australia, New Zealand and South Africa

Professionals in Human Resources Association (PIHRA), Anaheim, CA
August 27, 2014

The Challenge of the Global Employee: Managing Ex-Pats and Navigating the Maze of Global Migration Requirements

Littler Mendelson, Phoenix, AZ
May 8, 2014

The Remote Worker: Managing the Telecommuting, Flexible & Road Warrior Employee

Littler Mendelson, Phoenix, AZ
May 8, 2014

Australia – US Cross-Border Issues for Companies Who Are Operating or Looking to Operate in Both Countries

New York, NY
September 19, 2013

Australia – US Cross-Border Issues for Companies Who Are Operating or Looking to Operate in Both Countries

Los Angeles, CA
September 17, 2013

Important Employment Law Tips to Consider

Professionals in Human Resources Association (PIHRA)
August 28, 2013

Employee Conflict of Interest and Restraint of Trade Issues

Australian Employment Law Conference
October 2011