

Laura Hock

Littler CaseSmart Counsel

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Focus Areas

Littler CaseSmart

Litigation and Trials

Discrimination and Harassment

Leaves of Absence and Disability Accommodation

Wage and Hour

Overview

Laura Hock is a member of the Littler CaseSmart® team and is based in California. As a research attorney for single plaintiff litigation matters, she performs multi-jurisdictional legal research and analyzes issues on a variety of legal topics; writes concise, objective summaries of complex legal issues; and provides recommendations for strategic action by clients faced with employment litigation challenges. At the outset of each litigated matter, she prepares an Initial Case Dossier, which provides clients insight into the legal landscape of the case.

Laura has represented employers in many aspects of employment law under both federal and state law, with an emphasis on California law. She has experience with claims arising under:

- Title VII of the Civil Rights Act
- The Americans with Disabilities Act (ADA)
- The Age Discrimination in Employment Act (ADEA)
- The Family and Medical Leave Act (FMLA)
- The Fair Labor Standards Act (FLSA)
- California Fair Employment and Housing Act (FEHA)
- California Family Rights Act (CFRA)
- California Labor Code

Laura has worked closely with public and private employers to provide timely advice and counsel on diverse aspects of personnel management, including employee termination, discipline, and grievance matters; personnel policies and

procedures; discrimination and harassment laws; wage and hour compliance; and employee leave laws. Additionally, she has reviewed and drafted policies, handbooks, and employment agreements specifically tailored to the needs of a particular business while ensuring compliance with federal and state laws.

Before joining Littler, Laura clerked for the Hon. Stephen M. McNamee of the United States District Court, District of Arizona, where she gained experience with employment litigation, including several jury trials. Previously, she practiced in the labor and employment law practice group of a large regional law firm in Riverside, California. While in law school, she was on the editorial board of the *Pepperdine Law Review* and served as literary citation editor. She also was selected to write the problem for Pepperdine's major constitutional law competition, in which Chief Justice John Roberts adjudicated the final round.

Selected Matters

- Obtained rulings granting motions to dismiss in multiple New York cases challenging a healthcare client's COVID-19 vaccination policy. Laura provided research support for the successful motions.
- Obtained a complete defense victory at a California arbitration for a healthcare client in a hard-fought case. Claims included whistleblower retaliation under Labor Code § 1102.5) retaliation under Unemployment Insurance Code § 1237; wrongful termination in violation of public policy; intentional infliction of emotional distress; failure to pay wages under Labor Code §§ 204 and 1194(a); and unfair business practices under Bus. & Prof. Code § 17200). Laura contributed extensive research over the course of several years related to initial strategy and case assessment to discovery issues and various motions.

Professional and Community Affiliations

- Volunteer, Olive Crest, 2011-2013
- Member, Riverside Bar Association, 2011-2013
- Legislative Affairs Chair, PIHRA Santa Clarita

Recognition

- Recipient, CALI Award for Highest Grade in Legal Research, 2005

Education

J.D., Pepperdine University School of Law, 2008

B.A., Azusa Pacific University, 2005, *summa cum laude*

Bar Admissions

California

Courts

U.S. Supreme Court

U.S. District Court, Central District of California

Publications & Press

Preventing Workplace Violence Requires Employer Vigilance

Riverside Lawyer, Volume 63, No. 3

March 2013

Comment, What's in a Name? Fred Goldman's Quest to Acquire O.J. Simpson's Right of Publicity and the Suit's Implications for Celebrities

35 Pepperdine Law Review 347

2008