

Rebecca M. Aragon

Shareholder

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Practice Areas

Class Actions
Discrimination and Harassment
Wage and Hour
Complex Litigation and Jury Trials
International Employment Law

Overview

Rebecca Aragon has successfully litigated over 300 suits to conclusion. Her practice focuses on leading litigation matters in federal and state courts, with particular emphasis on wage and hour class actions. Rebecca has a proven track record of guiding national, California-based, and foreign sovereign employers through the intricacies of federal and California employment laws to achieve favorable outcomes in matters involving wage and hour claims, contract disputes, arbitration agreement enforcement, trade secret claims, and sovereign immunity. She also defends clients against claims of wrongful termination, whistleblowing and discrimination.

Rebecca also provides clients with proactive strategies to manage litigation risk and ensure compliance with employment laws concerning disability accommodations, leaves of absence, discrimination, and wage and hour issues. She also counsels clients on matters involving employee hiring, discipline and termination, workplace policies, and labor implications of mergers and acquisitions.

In international matters, Rebecca advises foreign government employers regarding sovereign immunity matters and the application of federal and state employment laws to their personnel in the U. S. She also assists U. S. clients with the creation of corporate entities and establishment of workforces in Mexico.

Rebecca represents companies employing Spanish-speaking workforces in the U. S. and Mexico. She provides Spanish language services concerning union avoidance matters, harassment prevention, policy training, and company investigations. She drafts Spanish language employee handbooks, policies and arbitration agreements for clients. In

litigation, Rebecca has special expertise deposing Spanish-speaking parties and witnesses, and conducting Spanish language declaration campaigns in class actions.

Rebecca has represented companies in the retail, music, healthcare staffing, medical, gaming, defense contracting, credit counseling, and airline industries. Examples of Rebecca's significant matters include:

- Waging a successful declaration campaign resulting in plaintiffs' abandonment of class action claims that thousands of computer technicians were misclassified as exempt professionals
- Negotiating the resolution of representative action wage claims involving unpaid intern allegations for no monetary, injunctive or other relief
- Obtaining a complete dismissal of a wage and hour class action without the payment of any sums to class members or opposing counsel
- Defeating motions for certification and injunctive relief in a class action involving claims of meal/rest period violations, unfair competition and misclassification of personnel working throughout California
- Resolving a difficult class action against joint employers for less than 5% of a multimillion unpaid wage demand after conducting a Spanish language employee declaration campaign
- Obtaining a defense verdict in a four-week jury trial involving a hospital accused of wrongfully terminating six employees for alleged whistleblowing
- Defeating claims of wrongful termination, harassment and discrimination against a medical center
- Prevailing on a motion to dismiss a federal wage and hour class action brought against a prominent non-profit organization by volunteers claiming employee status
- Developing litigation avoidance strategies that enabled a foreign sovereign employer to terminate consulate office personnel working in the U. S. without ensuing claims

Rebecca is a widely published author and frequent lecturer on labor and employment issues affecting national, state and foreign sovereign employers.

Before joining Littler, Rebecca was a partner and head of a national law firm's labor and employment practice in Los Angeles and a member of a prior law firm's board of directors. Rebecca served for two years as a law clerk to the Honorable Terry J. Hatter, Jr., U. S. District Court for the Central District of California. In law school, she was the editor-in-chief of the *Georgetown Immigration Law Journal*.

Professional and Community Affiliations

- Co-President, Latina Lawyers Bar Association
- Member, Board of Directors, Mexican American Bar Foundation
- Member, Board of Directors, Pasadena Educational Foundation
- Member, Labor and Employment Law and Litigation sections – State Bar of California

Recognition

- Named, Super Lawyer - Southern California, *Super Lawyers*, 2013 and 2014
- Dean's List, Georgetown University Law Center

Education

J.D., Georgetown University Law Center

B.A., Yale University

Bar Admissions

California

Courts

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

U.S. District Court, Central District of California

U.S. District Court, Eastern District of California

U.S. District Court, Northern District of California

U.S. District Court, Southern District of California

Languages

Spanish

Publications & Press

October 16, 2013

The California Grizzly Elbows Uncle Sam: New California Immigration Requirements For Private Sector Employers

Littler ASAP

August 9, 2013

Companies Must Learn to Better Define What 'Intern' Means

The Wrap

July 29, 2013

Unpaid interns: keep 'em, pay 'em or let 'em go

Daily Journal

February 28, 2013

Judicial Spotlight: Judge Terry J. Hatter, Jr.

California Minority Counsel Program Newsletter

February 21, 2013

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

Littler Report

April 13, 2012

Claim Protection
Latin Lawyer

January 15, 2012

Civil Servant or Support Staff? Navigating the Conundrum of U.S. Employment Laws and the Foreign Sovereign Immunities Act
Thomson Reuters World Trade Executive

December 5, 2011

Littler Grows Attorneys Ranks in Los Angeles with the Addition of Rebecca M. Aragon
Littler Press Release

September 1, 2011

What are the Main Legal Challenges Impacting Businesses Today?
Hispanic Executive Magazine

May 18, 2011

Say Goodbye to Wage-and-Hour-Class Actions
The Los Angeles Daily Journal

May 11, 2011

Buyer Beware: Employers Leasing Employees Are Not Immune From Liabilities
The Los Angeles Daily Journal

March 21, 2011

Should Counsel at Foreign Language Depositions and Trials be Bilingual?
The Los Angeles Daily Journal

February 28, 2011

Missed Meal and Rest Breaks Can Add Up for California Employers
Firm Publication

December 8, 2010

Will Insurance Cover California Wage and Hour Class Actions?
Firm Publication

June 30, 2010

U.S. Supreme Court Rules 3/5 is a Must for NLRB
Firm Publication

June 14, 2010

Third Parties Beware: California Supreme Court Ruling Expands "Employer" Definition
Firm Publication

May 4, 2010

California Supreme Court Ruling has Bite for Employment Arbitration Awards

Firm Publication

July 10, 2009

California Supreme Court Ruling Paves the Way for More Representative Actions Against Employers

Firm Publication

July 1, 2009

Time to Review Employee Arbitration Agreements

The Bankruptcy Weekly

March 20, 2009

Independents' Day

Los Angeles Daily Journal

Speaking Engagements

February 27, 2014

Internships – Best Practices, Recruitment, and Avoiding Legal Pitfalls

Human Resources and Labor Policy Conference - American Apparel and Footwear Association (AAFA), Greensboro, NC

December 4, 2013

Following the Rules and Defining "Internships"

Littler Mendelson, West Hollywood, CA

October 23, 2013

Littler's Workplace Policy Institute™ – Sacramento's Bumper Crop: New Labor and Employment Laws for Private Sector Employers

Littler Mendelson Webinar

October 10, 2013

The History, Current Challenges and Future Opportunities of Latinos in the Legal Profession

Latinos In Law Symposium - Los Angeles City Attorney's Office and Latino City Attorneys Association, Los Angeles, CA

August 5, 2013

Dyslexia: A Civil Rights Issue for Our Time

Annual Conference, The Yale Center for Dyslexia & Creativity, Yale University, New Haven, CT

November 8, 2012

Preventative Measures Embassies, Consulate Offices and Other Foreign Sovereign Employers Should Take to Avoid or Minimize Their Exposure to Employee Claims in the U.S.

Global Employer Institute, Littler Mendelson, Washington D.C.

May 11, 2012

Wage-Hour Procedural Tactics, Pre-Trial and Trial Strategy: Update on the Developing Law
The 2012 Executive Employer® Conference, Littler Mendelson, Scottsdale, AZ

February 9, 2012

The Foreign Sovereign Immunities Act: Special Concerns for Sovereign Employers
The Global Employer - Latin America Conference, Littler Mendelson, Miami, FL

August 25, 2011

California's New Wage/Hour 'Gotchas': What You Need to Know About the Latest Court Rulings and Regulations
National Firm Webinar Presentation

July 27, 2011

California: Sexual Harassment Avoidance Training and Response Tactics
Briefings Media Group

May 10, 2011

Wage Agreements in California: How to Set Up Fixed Overtime Schedules that Hold Up in Court
Employer Resource Institute

February 18, 2011

2011 Immigration Laws and Regulations for Employers
Business & Legal Reports (BLR)

December 9, 2010

Overtime Exemptions in California: How to Audit Overtime Classifications and Avoid Most Common (and Costly) Mistakes
Employer Resource Institute

October 26, 2010

Minimizing Damage from Lawsuits: Steps Employers Must Follow to Avoid Litigation
National Firm Presentation

October 5, 2010

California's New Wage and Hour Pitfalls: What Employers Need to Know About the Latest Wage and Hour Court Rulings and Regulations
Business & Legal Reports (BLR)

August 18, 2010

Family Leave: Avoiding Liability Under California Law and Policies to Adapt in the Workplace
Employer Resource Institute

June 16, 2010

Crossing the Pond: Employment and Labor Law in the U.S. and U.K.
National Firm Presentation

May 26, 2010

Discipline and Termination: How to Eliminate Poor Performance While Managing an Employer's Legal Risks
Business & Legal Reports (BLR)

May 26, 2010

Releases, Severances and Layoffs: Reducing Employer Liabilities with Effective Preparation
Business & Legal Reports (BLR)

May 18, 2010

High-Profile Employees: How to Coach, Discipline and Terminate These 'Untouchable' Workers
California Employer Advisor

February 19, 2010

California Wage and Hour Risks: Preventing the Most Common (and Costly) Wage and Hour Mistakes
Business & Legal Reports (BLR)

December 21, 2009

The Outside Sales Exemption: Four-Part Virtual Boot Camp Series
Business & Legal Reports (BLR)

December 17, 2009

The Executive Exemption: Four-Part Virtual Boot Camp Series
Business & Legal Reports (BLR)

December 16, 2009

The Professional Exemption: Four-Part Virtual Boot Camp Series
Business & Legal Reports (BLR)

December 14, 2009

The Administrative Exemption: Four-Part Virtual Boot Camp Series
Business & Legal Reports (BLR)

September 25, 2009

Properly Handling and Defending Against Employee Complaints of Discrimination
Lorman Education Services

September 8, 2009

California Wage and Hour Update: The Arias and Starbucks Cases and Other Recent 'Gotchas' - How to Avoid Employee
Claims and Class Actions
National Firm Presentation

August 10, 2009

Employment Law Compliance: Disciplining or Terminating a Workers' Compensation Claimant
Lorman Education Services

June 26, 2009

Defending Against Private Attorney General Act Claims

Mid-Year Wage & Hour Litigation Conference - Bridgeport Continuing Education

April 21, 2009

Protecting Your Business: An Interactive Workshop on Disability Accommodation and Leave Laws in a Changing Regulatory Environment

National Firm Presentation, Washington, D.C.

April 28, 2008

Must-Know Employment Law Developments for Every Kind of Business in California