

Helene Wasserman

Shareholder

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Practice Areas

Litigation and Trials
Class Action
Wage and Hour
Discrimination and Harassment

Overview

Helene J. Wasserman has spent her entire career practicing exclusively in the area of labor and employment law. She appears before state and federal courts and administrative agencies and handles litigation matters, including trial practice, arbitration and mediation.

She has specific experience with claims involving:

- Title VII of the Civil Rights Act of 1964
- The Americans with Disabilities Act
- The Fair Employment and Housing Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The California Family Rights Act
- California wage and hour laws

A seasoned trial attorney, Helene is the former Co-Chair of Littler's Litigation and Trial Practice Group. She has tried single and multiplaintiff cases involving claims of discrimination, harassment, wrongful termination and wage and hour claims, amongst

others.

Additionally, Helene provides day-to-day counseling and advice on and has conducted in-house training on a wide array of topics, including:

- Hiring
- Discipline and termination of employees
- Wage and hour matters
- Downsizing
- Workplace violence
- Compliance with all state and federal employment laws

Helene is has actively engaged in, trained others on, and written and spoken on topics related to Virtual Litigation and Trials, and how to have litigation progress during the Pandemic and beyond.

Professional and Community Affiliations

- Member, Litigation Section, Los Angeles County Bar Association
- Member, Beverly Hills Bar Association
- Volunteer/Participant, AVON 3-Day walks
- Former Chair, California Conference of California Bar Associations

Events & Speaking Engagements

Slaying the Dragon: How to Combat Reptile Theory Before, and During, Trial

Littler Executive Employer Conference, Phoenix, AZ

May 11, 2023

Evolving Service Delivery to Meet the Transforming Legal Landscape

2021 Executive Employer Conference

May 14, 2021

Litigation in a Virtual World: Where We've Been and Where We Are Going

CLE Course

March 10, 2021

2019 Southern California Employer Conference

October 23, 2019

Sexual Harassment 2.0: Considering New Workplace Solutions for an Old Problem

Littler Executive Employer, Phoenix, AZ

May 2, 2018

How HR Can Regain the Trust of Employees in This #MeToo Era

WorkHuman 2018, Austin

April 4, 2018

Times Up on Sexual Harassment

Public Media Business Association webinar

February 21, 2018

Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness

May 12, 2017

Southern California Breakfast Briefing - Los Angeles

Los Angeles, CA

January 10, 2017

Become a Human Lie Detector: Tactics for Assessing Employee Truthfulness

The 2016 Executive Employer® Conference, Scottsdale, AZ

May 6, 2016

Leadership In The Legal Profession

Beverly Hills Bar Association, Beverly Hills, CA

November 12, 2013

Exacerbating the Exasperating: Untangling the Ever-Changing Leaves of Absence Web

HR.com Webinar

August 1, 2013

Horses, Tattoos and Guns... Accommodation Issues and Solutions for Today's Workplace

Irvine, CA

July 31, 2013

Top Five Mistakes Small Businesses Should Avoid

San Fernando Valley Dental Association

July 17, 2013

They're Not Our Employees. Really! Legal Compliance in the Age of the Contingent Workforce

Ventura County Chapter - American Payroll Association

July 11, 2013

Top Five Mistakes Small Businesses Need to Avoid

California Dental Association, Los Angeles, CA

April 18, 2013

Exacerbating the Exasperating: Untangling the Leave of Absence Web

HR Star Conference, Los Angeles, CA

March 20, 2013

Dealing with Performance Issues and Misconduct: The Road to Discipline and Termination

EEOC Training Institute - U.S. Equal Employment Opportunity Commission, Oxnard, CA

November 8, 2012

Essential Employment Law Issues

Continuing Education of the Bar

November 2, 2012

California's Definition of Disability and What that Means to You

Professionals in Human Resources Association (PIHRA)

September 13, 2012

Background Checks 2012: Can Employers Still Investigate their Employees & Applicants?

Littler Mendelson, Scottsdale, AZ

May 10, 2012

Are the Economic Blues Putting your Business in the RED: How to Recognize, Address, and Accommodate Substance Abuse in the Workplace

Los Angeles, CA

March 13, 2012

There's An App for That: The Latest in Law Practice Applications for iPad and Other Tablets

32nd Annual Labor and Employment Law Symposium - Los Angeles County Bar Association

March 7, 2012

Workplace CSI – Conducting Workplace Investigations

HR Star Conference, Los Angeles, CA

February 29, 2012

2012 Southern California Legal Update

Los Angeles, CA

January 18, 2012

Drilling Down to the Root of Employment Law Matters

San Fernando Valley Dental Association

October 2011

Family Responsibilities Discrimination in a Changing Workplace

California Continuing Education of the Bar

April 2011

Workplace Investigations

HR Star Conference

March 30, 2011

Essential Employment Law Issues for California Businesses

Los Angeles, CA

November 21, 2009

Recognition

- Named, The Best Lawyers in America® , 2006-2025
- Awarded, AV® Peer Review Rating *Martindale-Hubbell*
- Named, Women Leaders in Law *The Los Angeles Times*, 2012
- Named, Recommended Lawyer, Labor and Employment Disputes in Defense, *Legal 500 United States*, 2016

Education

J.D., University of San Diego School of Law, 1987

B.A., University of California, Los Angeles, 1984

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, Southern District of California

U.S. District Court, Northern District of California

U.S. District Court, Eastern District of California

Publications & Press

Arbitration Remains an Option in Sexual-Harassment Cases

In the News

April 18, 2022

Labor of Law: New Ban on Mandatory Arbitration of Sex Assault Claims May Spur More Worker Protections

In the News

February 17, 2022

Dear Littler: Love Is In the (Recirculated) Air – How Do We Handle Office Romances?

Dear Littler

February 14, 2022

Congress Acted To Help Sex Harassment Victims. Now What?

In the News

February 11, 2022

It's Wild Wild West (Hollywood): Minimum Wage (to the Max), Paid (and Unpaid) Leave . . . and Service Charges

Littler ASAP

November 18, 2021

Best Lawyers in America© 2022 Edition Honors More Than 240 Littler Lawyers

Press Release

August 19, 2021

6 Ways To Improve Employers' Anti-Harassment Training

In the News

May 7, 2021

IMS Insights Podcast: Episode 24 - Helene Wasserman on The Impact of Mentors

External Publication

March 19, 2021

IMS Insights Podcast Episode 24: The Impact of Mentors

In the News

March 17, 2021

IMS Insights Podcast Episode 23: Advancing Culture and DEI Initiatives Remotely

In the News

March 10, 2021

IMS Insights Podcast: Episode 23 - Helene Wasserman on Advancing Culture and DEI Initiatives Remotely

In the News

March 10, 2021

IMS Insights Podcast Episode 22: Remote Litigation Trends

In the News

March 3, 2021

IMS Insights Podcast: Episode 22 - Helene Wasserman on Trends in Litigation Post-COVID

In the News

March 3, 2021

Virtual Litigation 2.0: The Next Frontier

External Publication

January 4, 2021

Remote Litigation Is Here to Stay

External Publication

October 14, 2020

Best Practices For Presenting Exhibits In A Remote Deposition

External Publication

October 1, 2020

Jury Trials – Part 3 – Jury Trials During and Post-COVID

Littler Podcast

September 10, 2020

Jury Trials – Part 2 – Trial Theme Development During and Post-COVID

Littler Global Guide Quarterly

September 3, 2020

Jury Trials – Part 1 – Jury De-Selection During and Post-COVID

Littler Podcast

August 24, 2020

Best Lawyers in America© 2021 Edition Honors More Than 250 Littler Lawyers

Press Release

August 20, 2020

A Littler Virtual Litigation Podcast: Successful Virtual Mediations

Littler Podcast

June 26, 2020

How to maintain critical continuity amid furloughs, layoffs

External Publication

April 21, 2020

California's Continued Reaction to #MeToo Two Years Later – the Good, the Bad, and the Ugly

Littler Podcast

December 3, 2019

#MeToo Two Years Later

External Publication

September 22, 2019

Best Lawyers in America© 2020 Edition Honors More Than 200 Littler Lawyers; 14 Named Lawyer of the Year

Press Release

August 15, 2019

#MeToo Raises Stakes On Efforts To Root Out Wage Gaps

In the News

May 14, 2019

Rising Tide Of Leave Laws Has Employers Treading Water

In the News

May 8, 2019

Littler Survey Finds Employers Responding to Robust Federal Enforcement, Active State Legislatures and Ongoing #MeToo Movement

Press Release

May 8, 2019

States Take Up #MeToo Mantle in Year After Weinstein

In the News

October 3, 2018

Best Lawyers in America© 2019 Edition Honors More Than 200 Littler Lawyers

Press Release

August 15, 2018

Wrestling with Workplace Policies and Regulations

In the News

June 12, 2018

From Settlement Disclosures to Retaliation: A Summary of Sexual Harassment Legislation in 2018

Littler ASAP

May 21, 2018

Littler Survey: Employers Reeling from Regulatory Shifts, New Forces Impacting Workplace

In the News

May 18, 2018

Harassment, Pay Equity Top the Minds of Employer Concerns

In the News

May 16, 2018

Bloomberg Law's VIDEO Coverage of the 2018 Littler Executive Employer Conference

In the News

May 4, 2018

Sexual Harassment Tops Employers' Legal Concerns, Study Finds

In the News

May 4, 2018

Employers Thinking About Sex, Adding Harassment Training

In the News

May 2, 2018

Some Companies Slow to Embrace #MeToo Workplace Changes: Littler Survey

In the News

May 2, 2018

Littler Survey Finds Employers Reeling from Regulatory Shifts and New Forces Impacting the Workplace

Press Release

May 2, 2018

Harassment Hotlines: What Happens After the Call is Made

In the News

April 24, 2018

Work Versus Personal Life: Fighting the Battle for Better Balance

In the News

April 4, 2018

Work-Life Balance Efforts Stand Out in High-Stress Industries

In the News

April 3, 2018

Firms See Business Spike on Harassment Fallout

In the News

March 16, 2018

Unintended Consequences: How Legislative Responses to #MeToo May Harm Harassment Victims

External Publication

February 27, 2018

Dear Littler: Can I Immediately Fire a VP Based on Sexual Harassment Allegations?

Dear Littler

February 22, 2018

Is HQ Trivia the Hot New Distraction at Your HQ?

In the News

January 16, 2018

HQ Trivia: The Latest in Potential Workplace Distractions

In the News

January 16, 2018

Governor Proposes Sexual Harassment Agenda, Details Scarce

In the News

January 2, 2018

#MeToo Movement Brings Busy Times for Labor Lawyers

In the News

December 18, 2017

Holiday P-A-R-T-I-E-S Protocol: Walking the Fine Line Between Fun and Fiasco

Littler ASAP

December 11, 2017

#MeToo Postings About Bosses Merit Discussions with HR

In the News

November 20, 2017

Dear Littler: Is an Employee's #MeToo Social Media Post a Harassment Complaint?

Dear Littler

November 6, 2017

Upsurge in Sexual Harassment Claims: What Employers Need to Know

Littler ASAP

November 6, 2017

Keep Calm and Carry On: HR Must Stay Grounded If Leadership Is Accused of Harassment

Littler Podcast

October 26, 2017

Bosses, Burnout, and Why Workers Can't Unplug

In the News

October 24, 2017

The Higher They Are, The Harder You Fall

Littler ASAP

October 19, 2017

Best Lawyers in America© 2018 Edition Honors More Than 200 Littler Lawyers

Press Release

August 17, 2017

4 Tips For Eliminating Gender Bias From Job Ads

In the News

August 14, 2017

Email – It's the New Letter

Littler Podcast

July 6, 2017

Wrinkles in Time-Tracking for Remote Workers Present Challenges

In the News

June 12, 2017

Despite Concerns about March Madness Pools, Don't Shut Them Down

In the News

March 10, 2017

10 Considerations for Planning the 2016 Office Holiday Party

Littler ASAP

December 5, 2016

15 Survival Tips for the Office Holiday Party

In the News

November 25, 2016

Littler Ranks in The Legal 500 United States Guide

Press Release

June 20, 2016

4 Slam-Dunk Ways Employers Can Block March Madness Suits

In the News

March 17, 2016

Incentives for health habits could hurt

In the News

April 3, 2015

Employers' March Madness Dos and Don'ts Lineup

In the News

March 18, 2015

Helene Wasserman Elected to the Institute for Corporate Counsel's Advisory Board

Press Release

November 7, 2014

7 Tips To Keep Office Romance From Causing Legal Heartache

In the News

February 7, 2014

'Tis the Season - For Potential Employer Liability

Littler ASAP

December 13, 2013

5 Tips To Keep Your Holiday Party Merry And Lawsuit-Free

In the News

November 25, 2013

A funny thing happened in response to my Craigslist ad

External Publication

April 15, 2013

How to Handle March Madness in Your Office

In the News

March 29, 2013

Rules Blunt Risk of Office Affairs

In the News

February 11, 2013

The perils of hooking up with your boss

In the News

June 1, 2012

Manager: Available position offered to younger employee

Verdict Search

May 7, 2012

Stop California's Legal System from Going Back in Time

External Publication

April 26, 2012

"Love Contracts": Protect Your Company from a Potential Lawsuit This Valentine's Day

In the News

February 10, 2012

Teacher Can't Sue Church School for FEHA Violations

Littler ASAP

December 23, 2011

Holidays can bring employee issues to businesses

In the News

December 8, 2011

Holiday Parties: Five Key Issues Employers Should Proactively Watch and Plan For

In the News

December 8, 2011

California Court of Appeal Declines to Hold Individual Supervisors Liable for Discrimination or Retaliation Under California Military and Veterans Code

Littler ASAP

November 16, 2011

California Appellate Court Addresses when Employers Are Liable for Injuries Caused by Their Employees

Littler ASAP

November 3, 2011

The stork has landed: Employers (and insurers) must provide pregnancy benefits

External Publication

October 27, 2011

The Stork Has Landed: California Employers Must Maintain and Insurers Must Provide Pregnancy Benefits

Littler ASAP

October 19, 2011

California Supreme Court Resolves Who Is Responsible if an Employee of an Independent Contractor Is Injured on the Job

Littler ASAP

August 26, 2011

California Appeals Court Affirms Employer's Right to Not Hire Possibly Disabled, But Admittedly Dishonest, Applicant

Littler ASAP

August 17, 2011

California Appeals Court Expands Admissibility of "Me Too" Evidence

Littler ASAP

August 15, 2011

California Supreme Court Blurs Discrimination-Harassment Distinction

Littler ASAP

December 11, 2009

Littler Mendelson Strengthens LA Presence with Employment Litigation Expert Helene Wasserman

Press Release

July 16, 2008

Video Podcasts: It's Showtime!

Inc. Technology

June 2008

The Firing Squad: Whether its due to a bad apple or the troubled economy, terminating an employee is something many managers dread. Here's how to do it with dignity

Pink Magazine

May/June, 2008

Starbucks demands legal clarity as \$106M tip loss inspires 'copycats'

Nation's Restaurant News

April 14, 2008

Experts Offer Their Keys to Help You Run Up the Corporate Ladder

Mediabistro

March 10, 2008

More States Adopt Workplace Breastfeeding Protections

Workforce Magazine

March 2008

Smile, You're on the Company Webcam

Inc. Technology

March 2008

All Work, No Play

Los Angeles Daily Journal

February 26, 2008

Does Cupid Have Your Employees In His Sights?

California Executive

February 7, 2008

Employers Given the Green Light to Screen Out Medical Pot Users

California Executive

January 29, 2008

Getting the Weight Off: Employers can choose from a variety of programs to help workers lose weight, but results remain elusive

HR magazine

January 2008

Celebrate Now, Without Litigating Later

Bloomberg Law Reports, Labor and Employment

December 17, 2007

Blind Access

Inside Counsel

December 2007

Q&A With Helene Wasserman

Law360.com

October 31, 2007

Launching Pod

Los Angeles Business Journal

October 22, 2007

Exercise Smarts When Battling Obesity in the Workplace

California Executive

October 1, 2007

New Harassment Training Rules Take Hold In California

Law360.com

August 20, 2007

Finding What Clicks: More Attorneys Meet Clients Online

Los Angeles Daily Journal

August 16, 2007