

## Justin D. Brown

Shareholder

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## Practice Areas

Audit Services  
Handbooks and Policies  
Wage and Hour

## Overview

Justin D. Brown advises and represents employers in a range of employment and labor law matters arising under federal, Idaho, and California state laws, including:

- Wage and hour issues under federal, California, and Idaho law
- Exemption classification issues under federal, California, and various state laws
- Discrimination, harassment, and retaliation
- Administrative charges, including EEOC, California DFEH and Labor Commissioner, and Idaho Human Rights Commission
- Cryptocurrency

Justin has been involved in every phase of litigation, from pre-litigation demands through trial. Justin was the second chair in a three-week jury trial involving claims of sexual harassment and was responsible for examining multiple witnesses.

In addition, Justin conducts compliance audits relating to FLSA and state wage and hour law, pay practices, employment and human resources procedures, and provides compliance counseling for clients. Justin has performed compliance audits for small technology start-ups, established Silicon Valley companies, and multi-state employers. Justin also provides acquisition deal support to provide clients with employment liability exposure, required deal provisions based on employment practices, and to assist with acquisition negotiations.

Justin has been seconded to several clients, including a multinational technology conglomerate to provide advice on daily employment and human resources issues, a Bay Area based research and technology company going through a restructuring as

well as daily employment advice, a nationwide transportation company that required advice on wage and hour and paid sick leave matters, and a nationwide construction group to provide primarily California employment and wage and hour advice. While on the secondment, Justin gained valuable in-house perspective and worked with various business units to update nationwide policies, advise on restructuring and layoff disputes, manage litigation matters, and resolve issues with permanent and contingent workers.

Prior to joining Littler, Justin represented construction developers in complex litigation matters. He previously worked as an associate in a San Jose firm representing primarily property management companies with their labor and employment advice and litigation needs.

## Professional and Community Affiliations

- Member, California Bar Association
- Member, Santa Clara Bar Association
- Member, Idaho Bar Association
- Member, Executive Council, Labor and Employment Section, Idaho State Bar

## Events & Speaking Engagements

### Regular Rate in the Golden State: The Math Problem With Serious Consequences

2022 California Virtual Regional Employer Conference  
November 2, 2022

### Top 10 Wage & Hour Risks, Including Paying Employees in Crypto

myLawCLE Live Presentation  
April 27, 2022

### Paying Employees in Crypto

Web3 Legal Conference, Austin, TX  
April 7, 2022

## Recognition

- Named, Ones to Watch *The Best Lawyers in America*®, 2023-2025

## Education

J.D., Santa Clara University School of Law, 2012  
B.A., Pepperdine University, 2009, *cum laude*

## Bar Admissions

California  
Idaho

## **Publications & Press**

### **DOL Opinion Letter Offers Additional Insight Regarding Regular Rate Treatment of Expense Reimbursement Payments**

*Littler ASAP*

November 11, 2024

### **Littler Rings in New Year with the Elevation of 28 Attorneys to Shareholder**

*Press Release*

January 4, 2023

### **California Supreme Court Confirms Applicability of Derivative Waiting Time Penalty and Wage Statement Claims for Meal and Rest Period Violations**

*Littler ASAP*

May 24, 2022

### **As Luxury Starts to Embrace Crypto, Are Crypto Wages Coming Next?**

*In the News*

May 6, 2022

### **Dear Littler: Is paying employees with cryptocurrency an option?**

*Dear Littler*

February 23, 2022

### **Dear Littler: Our Wandering Workers Have Wandered Off With Our Equipment**

*Dear Littler*

February 16, 2022

### **DOL Opens the Door for Staffing Firms to Exempt Workers from Overtime as “Retail or Service Establishments”**

*Littler ASAP*

January 20, 2021