



## Laurent R.G. Badoux

Shareholder

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## Practice Areas

Wage and Hour  
Labor Management Relations  
International Employment Law  
Unfair Competition and Trade Secrets  
Hospitality

## Overview

Laurent Badoux advises clients in the private and public sector on a variety of employment law matters. His broad range of experience encompasses all facets of litigation (including class and collective actions), collective bargaining agreement negotiation and arbitration, unfair labor practice trials, and the defense of administrative charges involving numerous agencies. He has experience with:

- Wage and hour audits and compliance
- Wrongful termination
- Workplace discrimination
- Harassment
- Unfair competition
- Trade secrets
- Restrictive covenants
- Breach of contract
- Fiduciary duties of corporate executives and officers
- Labor relations
- Workplace safety
- Contingent workforce arrangements

In his general employment law litigation practice, Laurent handles claims involving:

- The Age Discrimination in Employment Act
- The Americans with Disabilities Act
- The Arizona Employment Protection Act
- The Arizona Fair Wages and Healthy Families Act
- The Arizona Minimum Wage Act
- The Arizona Wage Act
- The Class Action Fairness Act
- The Computer Fraud and Abuse Act
- The Defend Trade Secrets Act
- The Family and Medical Leave Act
- The Fair Labor Standards Act
- The National Labor Relations Act (Incl. LMRA & LMRDA)
- Nevada Wage & Hour Laws
- Title VII of the Civil Rights Act
- The Uniform Trade Secrets Act (state variations)

He appears in state and federal courts at the district and appellate levels, and also practices before the Department of Labor, the Equal Employment Opportunity Commission and the National Labor Relations Board. Additionally, he has participated in proceedings with the Arizona Department of Economic Security, the Office of Labor Commissioner of the state of Nevada, the Industrial Commission of Arizona, and the Arizona Department of Occupational Safety and Health.

Laurent also assists clients with conducting legal compliance audits, providing preventive training to employees and managers, and drafting employee handbooks, policies and domestic and foreign employment contracts for expatriates and intra-company transfer employees.

His clients span the following industries:

- Retail
- Hospitality
- Public sector
- Transportation
- Healthcare
- Shipping
- Sanitation
- Construction
- Consumer services

He is a member of Littler's International Employment Law, Wage and Hour, Traditional Labor law and Hospitality Industry practice groups.

Additionally, Laurent was an adjunct professor of hospitality law at the University of Nevada, Las Vegas. In law school, Laurent was an intern law clerk for the Hon. Nancy Fiora, U.S. Magistrate Judge, District of Arizona. He also was a recipient of the National Order of the Barristers, Order of the Advocates, and a member of the Emory Moot Court Board of Directors.

## **Professional and Community Affiliations**

- Member, Employment and Labor Law Section - State Bar of Arizona
- Member, American Bar Association
- Member, Board of Directors - Arizona Autism United
- Past Member, Phoenix Committee on Foreign Relations
- Former Corporate Secretary / Member, Board of Directors - International School of Arizona
- Past Member, Board of Directors - Arizona Technology Council

## **Events & Speaking Engagements**

### **2023 Arizona Regional Employer Conference**

Phoenix, AZ

November 1, 2023

### **A Primer on All Things Tips, Including Tip Credit, the 80/20 Rule, and Tip Pooling**

October 26, 2023

### **How Will 2016 Shape Arizona, Jobwise?**

Diane Rehm Show, National Public Radio, Phoenix, AZ

January 2016

### **Global Trends in Executive Compensation**

American Bar Association, Section on International Law, Washington, D.C.

May 2015

### **What the NLRB Has in Store**

AZSHRM Legislative Conference

February 2015

### **4th Annual Public Sector Employment Law Update**

Phoenix, AZ

February 14, 2013

### **Legal Update for Small Business**

Annual State Conference - Arizona Society for Human Resource Management

September 2011

**Recent Legal Changes Impact Public Employees in Arizona**

Annual State Conference - Arizona Society for Human Resource Management  
September 2011

**There's No Union Here! What Arizona Employers Need to Know About Labor Law**

Monthly Workshop - Society for Human Resource Management of Greater Tucson  
May 2011

**Proper Use of Independent Contractors**

16th Annual Employment and Legislative Conference - Arizona SHRM  
March 2011

**2nd Annual Public Sector Employment Law Update**

Phoenix, AZ  
February 17, 2011

**What has 2010 brought us and what is in store for 2011? Employment Law Update**

Arizona Small Business Association  
December 2010

**Social Media in the Global Workplace**

Annual Fall Meeting, Section on International Law - American Bar Association, Paris, France  
November 2010

**The Times They Are A Changin' Labor & Employment Law Challenges on the Road to Recovery**

Annual Convention - HFTP, San Diego, CA  
October 2010

**What Arizona Employers Need To Know About Labor Law**

Annual State Conference - Arizona SHRM  
September 2010

**HR 101; Employment Issues for Small Businesses**

2010 Annual State Conference Workshop - Arizona SHRM  
August 2010

**2010 Public Sector Employment Law Update**

Phoenix, AZ  
March 19, 2010

**Top 10 for 2010**

15th Annual Employment and Legislative Conference - Arizona SHRM

February 2010

### **The Lilly Ledbetter Fair Pay Act: How to Walk the Minefield**

Phoenix, AZ

September 17, 2009

### **Managing Leaves of Absence**

Phoenix, AZ

March 18, 2009

## **Recognition**

- Named, Southwest Super Lawyer - Arizona *Super Lawyers*, multiple years since 2012
- Named, Labor and Employment Law - Best Lawyers in America *Arizona - Labor Law Management*, multiple years since 2014
- Named, Recommended Attorney *Legal 500*, 2014 Ed.
- Named, Recommended Management Labour and Employment Law *Who's Who Legal*, since 2015
- Named, Top Lawyer in Arizona *AZBigMedia*, 2022-2023
- Named, Top Lawyer *Phoenix Magazine*, 2015
- Named, Arizona's Top Attorneys *AZ Business Magazine*, 2014
- Member, Slonaker House Honors Society *University of Arizona*

## **Education**

J.D., Emory University School of Law, 1997

B.A., University of Arizona, 1993, *cum laude*

## **Bar Admissions**

Arizona

Nevada

## **Courts**

U.S. Supreme Court

U.S. Court of Appeals, 9th Circuit

U.S. Court of Appeals, 11th Circuit

U.S. District Court, District of Arizona

U.S. District Court, Northern District of Georgia

## **Languages**

French

## **Publications & Press**

### **4 Ways Future Chevron Decision May Affect Wage Landscape**

*In the News*

January 18, 2024

### **Longtime Littler Shareholder Rejoins Firm From Buchalter**

*Law360*

May 3, 2023

### **Littler Welcomes Back Shareholder Laurent Badoux in Phoenix**

*Press Release*

May 1, 2023

### **Your Business and the Law**

*Greater Phoenix InBusiness*

June 2022

### **The New Battlefield**

*Law360*

January 3, 2019

### **Ask the Expert / Personal Phone Bill for Reimbursement**

*AZCentral / Lexology*

February 17, 2017

### **Is Technology Sinking Your Business?**

*AZBusiness Magazine*

November 2016

### **Changes Coming to Arizona Employers After Election Day**

*Scottsdale Independent*

October 2016

### **Get Ready! White Collar Overtime Rules Are Coming**

*AZ Big Media*

March 31, 2016

### **Implications of Zika Virus on Employment-related Travels**

*AZBusiness Magazine / Law360*

February 18, 2016

**Shareholder Activism May Require Change in Pay**

*Corporate Counsel Weekly (BNA), with Yin Wilczek*

May 4, 2015

**The Madness of March**

*AZ Big Media*

March 14, 2014

**BYOD Trend a Growing Concern**

*AZ Business Magazine / Multiple Contributors*

August 16, 2013

**New Seventh Circuit Decision May Pave the Way for More Stringent Certification Standards in FLSA Collective Actions**

*Littler ASAP*

February 11, 2013

**Decision May Pave Way for More Stringent FLSA Collective Action Certification Standard**

*Littler ASAP*

February 11, 2013

**New Decision Highlights the Importance of Forum Selection Clauses in Cross-Border Employment Agreements**

*Littler ASAP*

September 21, 2012

**It's Time for Employers to Distribute MLR Rebates: Does Your Company Know How and to Whom?**

*External Publication*

July 24, 2012

**The 2011 Global Employer: Highlights of Littler's Fourth Annual Global Employer Institute**

*Littler Report*

February 15, 2012

**AutoZone Store Managers Found to Be Exempt Executive Employees**

*Littler ASAP*

February 13, 2012

**NLRB Upholds Disciplinary Action Despite Unlawfully Overbroad Work Rule**

*Littler ASAP*

August 18, 2011

**Trends in Wage and Hour Litigation Over Unpaid Work Time and the Precautions Employers Should Take**

*Littler Mendelson White Paper*

June 2011

**Department of Labor Issues Interpretation Narrowing Clothes-Changing Exclusion and Expanding Scope of Compensable Workday**

*Littler ASAP*

June 23, 2010

**DOL Issues Second Administrator Interpretation Over Time Spent Donning and Doffing Protective Equipment**

*Littler ASAP*

June 18, 2010

**Officers Not Entitled to Pay For Donning And Doffing Uniforms, Ninth Circuit Rules**

*Littler ASAP*

March 30, 2010

**The Ninth Circuit Clears the Way for Tip-Pooling Arrangements**

*Littler ASAP*

March 8, 2010

**Sears Decision Defines Proper Scope of Waiver of Wage Claims**

*Littler ASAP*

August 27, 2009

**The D.C. Circuit Reminds Employers of the Perils of Selectively Enforcing Their Solicitation and E-Mail Policies Against Union-Related Activities**

*Littler ASAP*

July 15, 2009

**District Court Rules City is Not Responsible for Donning and Doffing Time**

*Littler ASAP*

February 3, 2009

**With Millions on the Line, Wage Training Makes Sense**

*Phoenix Business Journal*

February 2008

**Arizona Adopts Sweeping Wage Reforms (Proposition 202)**

*Littler ASAP*

December 15, 2006



**Federal Court Affirms Legality of Deducting Credit Card Processing Fees From Servers' Tips**

*Littler ASAP*

April 13, 2006

**Arizona Supreme Court Strikes Down Denial of Worker's Compensation Benefits Due to Presence of Alcohol or Drugs**

*Littler ASAP*

August 29, 2005

**ADA Compliance: A Guide for Restaurants & Other Food Service Employers**

*Littler ASAP*

December 22, 2004