

## Rebecca Aragon

Shareholder

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## Practice Areas

Class Action

Wage and Hour

Litigation and Trials

International Employment Law

Discrimination and Harassment

## Overview

Rebecca Aragon has successfully litigated over 500 suits to conclusion. Her practice focuses on leading litigation, with particular emphasis on class and PAGA action defense in high stakes litigation. She has a proven track record of guiding U.S., international, and foreign sovereign employers through the intricacies of federal and state employment laws to achieve favorable outcomes in matters involving wage and hour claims, contract disputes, arbitration agreement enforcement, trade secret claims, sovereign immunity, and claims of wrongful termination, whistleblowing and discrimination.

Rebecca 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 is experienced in advising foreign government employers regarding sovereign immunity issues and the application of federal and state employment laws to their personnel in the U.S.

Rebecca represents companies employing Spanish-speaking workforces in the U.S. and Mexico. She provides Spanish language services concerning union avoidance, harassment prevention, policy training, and company investigations. She drafts Spanish language handbooks, policies and arbitration agreements for clients. In litigation, Rebecca has special experience deposing Spanish-speaking parties and conducting Spanish language declaration campaigns in class actions.

Rebecca has represented companies in the retail, staffing, air cargo, medical, defense contracting, financial, and fuel and energy industries. Examples of her significant matters include:

- Persuading opposing counsel to abandon a PAGA and class action involving unionized employees in exchange for a \$16,000 settlement of the plaintiff's individual claims
- Obtaining Complex Litigation Class Action court approval of settlement involving no payments to class members in a class action alleging labor code and PAGA violations
- Waging an effective 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
- Successfully settling challenging wage and hour PAGA and class actions for nominal percentages of multimillion unpaid wage demands
- Defeating successive motions for class certification in an action involving meal and rest period violation claims, and misclassification of personnel working throughout California after successfully moving the class action into arbitration
- Persuading opposing counsel in several class and PAGA actions to forgo formal discovery and agree to scaled-back informal discovery, and negotiating dismissals of class action claims going back four years and limiting plaintiffs to one-year periods of limited penalty claims
- Defeating and negotiating dismissals of wrongful termination, harassment, discrimination and other claims in various state and federal courts and before the EEOC
- 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 chair of an AmLaw 100 national law firm's labor and employment practice in Los Angeles, and a member of a prior law firm's board of directors. She served for two years as a law clerk to the Hon. Terry J. Hatter, Jr. of the U.S. District Court for the Central District of California. In law school, she was the editor-in-chief of the *Georgetown Immigration Law Reporter*.

## **Professional and Community Affiliations**

- Member, Board of Directors (and former two-term President), Latina Lawyers Bar Association
- Member, Board of Trustees, Mexican American Bar Foundation
- Advisory Council Board Member, Women Lawyers Association of Los Angeles
- Member, Steering Committee, Just The Beginning Foundation, Los Angeles
- Member, Labor and Employment Law and Litigation sections, State Bar of California

## **Events & Speaking Engagements**

### **Southern California Legal Update Series - Los Angeles**

January 29, 2019

### **Strategies Embassies and Consulate Offices Should Implement to Minimize Their Exposure to Employee Claims in the U.S. Before and After Litigation**

December 11, 2018

### **Essential Business Operations – Employment Law Basics**

California Continuing Education of the Bar Conference, Santa Barbara, CA

September 20, 2018

### **Panelist**

2017 Microsoft Infinite Perspective – Untapped Talent Conference, Redmond, WA

May 23, 2017

### **Foreign Sovereign Immunities Act - What's Next?**

Webinar, The Knowledge Group

October 22, 2014

### **Current National Origin Discrimination Issues & Employer Best Practices**

Employment Round Table of Southern California, El Segundo, CA

September 17, 2014

### **Internships – Best Practices, Recruitment, and Avoiding Legal Pitfalls**

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

February 27, 2014

### **Following the Rules and Defining "Internships"**

Los Angeles, CA

December 4, 2013

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

October 23, 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  
October 10, 2013

**Dyslexia: A Civil Rights Issue for Our Time**

Annual Conference, The Yale Center for Dyslexia & Creativity, Yale University, New Haven, CT  
August 5, 2013

**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.**

Littler Mendelson, Washington D.C.  
November 8, 2012

**Wage-Hour Procedural Tactics, Pre-Trial and Trial Strategy: Update on the Developing Law**

Littler Mendelson, Scottsdale, AZ  
May 11, 2012

**The Foreign Sovereign Immunities Act: Special Concerns for Sovereign Employers**

Littler Mendelson, Miami, FL  
February 9, 2012

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

National Firm Webinar Presentation  
August 25, 2011

**California: Sexual Harassment Avoidance Training and Response Tactics**

Briefings Media Group  
July 27, 2011

**Wage Agreements in California: How to Set Up Fixed Overtime Schedules that Hold Up in Court**

Employer Resource Institute  
May 10, 2011

**2011 Immigration Laws and Regulations for Employers**

Business & Legal Reports (BLR)  
February 18, 2011

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

Employer Resource Institute  
December 9, 2010

**Minimizing Damage from Lawsuits: Steps Employers Must Follow to Avoid Litigation**

National Firm Presentation

October 26, 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)

October 5, 2010

**Family Leave: Avoiding Liability Under California Law and Policies to Adapt in the Workplace**

Employer Resource Institute

August 18, 2010

**Crossing the Pond: Employment and Labor Law in the U.S. and U.K.**

National Firm Presentation

June 16, 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 26, 2010

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

California Employer Advisor

May 18, 2010

**California Wage and Hour Risks: Preventing the Most Common (and Costly) Wage and Hour Mistakes**

Business & Legal Reports (BLR)

February 19, 2010

**The Outside Sales Exemption: Four-Part Virtual Boot Camp Series**

Business & Legal Reports (BLR)

December 21, 2009

**The Executive Exemption: Four-Part Virtual Boot Camp Series**

Business & Legal Reports (BLR)

December 17, 2009

**The Professional Exemption: Four-Part Virtual Boot Camp Series**

Business & Legal Reports (BLR)

December 16, 2009

**The Administrative Exemption: Four-Part Virtual Boot Camp Series**

Business & Legal Reports (BLR)

December 14, 2009

**Properly Handling and Defending Against Employee Complaints of Discrimination**

Lorman Education Services

September 25, 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

September 8, 2009

**Employment Law Compliance: Disciplining or Terminating a Workers' Compensation Claimant**

Lorman Education Services

August 10, 2009

**Defending Against Private Attorney General Act Claims**

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

June 26, 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 21, 2009

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

April 28, 2008

**Recognition**

- Named, The Best Lawyers in America® , 2015-2025
- Named, Super Lawyer, Southern California, *Super Lawyers*, 2013 - 2022

**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

U.S. District Court, District of Columbia

## Languages

Spanish

## Publications & Press

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

*Press Release*

August 19, 2021

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

*Press Release*

August 20, 2020

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

*Press Release*

August 15, 2019

**Bilingual Counsel Have the Upper Hand in Foreign Language Proceedings**

*External Publication*

November 28, 2018

**#MeToo Claims Hit Foreign Sovereign Employers in the U.S.**

*External Publication*

September 28, 2018

**#MeToo Claims Hit Foreign Sovereign Employers in the U.S.**

*Littler ASAP*

October 2, 2018

**Six Tips to Create a Compliant Unpaid Internship Program**

*In the News*

August 23, 2018

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

*Press Release*

August 15, 2018

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

*Press Release*

August 17, 2017

**The Best Lawyers in America© Honors More Than 180 Littler Lawyers in Its 2017 Edition**

*Press Release*

August 16, 2016

**Littler Attorneys Recognized in the Best Lawyers in America© 2016 Edition**

*Press Release*

August 18, 2015

**The End of Immunity?**

*External Publication*

November 18, 2014

**Littler Attorneys Included in the Best Lawyers in America© 2015 Edition**

*Press Release*

August 18, 2014

**What Small Businesses Need to Know About Unpaid Interns**

*In the News*

May 30, 2014

**Three Steps to Make Unpaid Internships Work**

*In the News*

May 14, 2014

**Litigation consequences of unpaid internships**

*In the News*

April 14, 2014

**Are Unpaid Interns Really Employees?**

*External Publication*



December 3, 2013

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

*Littler ASAP*

October 16, 2013

**Companies Must Learn to Better Define What 'Intern' Means**

*External Publication*

August 9, 2013

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

*External Publication*

July 29, 2013

**Judicial Spotlight: Judge Terry J. Hatter, Jr.**

*California Minority Counsel Program Newsletter*

February 28, 2013

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

*Littler Report*

February 21, 2013

**Claim Protection**

*External Publication*

April 13, 2012

**Civil Servant or Support Staff? Navigating the Conundrum of U.S. Employment Laws and the Foreign Sovereign Immunities Act**

*External Publication*

January 15, 2012

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

*Press Release*

December 5, 2011

**What are the Main Legal Challenges Impacting Businesses Today?**

*Hispanic Executive Magazine*

September 1, 2011

**Say Goodbye to Wage-and-Hour-Class Actions**

*Los Angeles Daily Journal*

May 18, 2011

**Buyer Beware: Employers Leasing Employees Are Not Immune From Liabilities**

*Los Angeles Daily Journal*

May 11, 2011

**Should Counsel at Foreign Language Depositions and Trials be Bilingual?**

*Los Angeles Daily Journal*

March 21, 2011

**Missed Meal and Rest Breaks Can Add Up for California Employers**

*Firm Publication*

February 28, 2011

**Will Insurance Cover California Wage and Hour Class Actions?**

*Firm Publication*

December 8, 2010

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

*Firm Publication*

June 30, 2010

**Third Parties Beware: California Supreme Court Ruling Expands “Employer” Definition**

*Firm Publication*

June 14, 2010

**California Supreme Court Ruling has Bite for Employment Arbitration Awards**

*Firm Publication*

May 4, 2010

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

*Firm Publication*

July 10, 2009

**Time to Review Employee Arbitration Agreements**

*The Bankruptcy Weekly*

July 1, 2009

**Independents' Day**

*Los Angeles Daily Journal*

March 20, 2009