



Nancy Yaffe

Partner

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Nancy focuses her practice on labor and employment law counseling and litigation with an emphasis on problem prevention.

Nancy defends all types of businesses against employee claims and lawsuits involving discrimination, harassment, retaliation and wage-and-hour violations. She defends both single plaintiff and class or collective action matters. Her clients include prominent southern California hotels, restaurants, retailers, as well as manufacturing, technology and all types of service providing companies.

With the goal of helping clients prevent employment issues, she provides pre-litigation counseling and advice to clients nationwide on employment-related issues including harassment, discrimination, ADA/disability compliance (including leaves of absences, reasonable accommodations, and the interactive process), wage-and-hour issues (including exempt classification analysis, overtime/meal break compliance, and pay audits), reduction-in-force planning and WARN Act compliance. She also conducts training presentations on sexual harassment prevention, employee relations, management training (and how to keep managers out of trouble), new legal developments and other timely employment issues. Additionally, Nancy drafts and reviews client policies, agreements and handbooks to ensure legal compliance, and conducts preventive audits and investigations into alleged workplace misconduct and pay practices.

Nancy also proudly serves as Co-Chair for the firm's Women's Initiative.

Client Resources

e-Book

[Doing Business in California: A Guide for Employers](#)

California Employment Law Blog

Nancy discusses a wide variety of legal challenges faced by California employers, including class actions, wage and hour, discrimination, harassment and privacy issues, on the firm's [California Employment Law blog](#).

Video Training

Nancy has developed video training modules that explain key requirements of California and Federal on topics such as what supervisors need to know and wage and hour laws.

Watch previews of the videos and learn more about how to obtain them for your company on Nancy's [Video Training page](#).

Honors & Awards

- *Los Angeles Business Journal's* Women Making a Difference Award Nominee (2014, 2015)
- L.A. Biz Women of Influence Award winner (2014)
- Named "Contributor with the Most Popular Article in the United States" by Mondaq (January 2014) and "Contributor with the Second Most Popular Article in the United States" by Mondaq (February 2014) for her article, "[Want To Get Sued? Fire Someone and Say "You Aren't the Right Fit "](#)"

Before Fox Rothschild

Prior to joining the firm, Nancy was a partner in the Los Angeles office of Folger Levin & Kahn LLP. Before attending law school, she worked in the entertainment and hospitality industries.

Beyond Fox Rothschild

Nancy is a dynamic and entertaining speaker who enjoys conducting management and employee training. She is also a frequent presenter on HR and employment law issues to various HR organizations including the Los Angeles Hotels Human Resources Association (LAHHRA).

Practice Areas

- Labor & Employment
- Employment Class Actions
- Employment Counseling, Policy Developments & Audits
- Employment Litigation
- Employment Training
- Hospitality
- Wage & Hour Law

Bar Admissions

- California

Court Admissions

- U.S. District Court, Central District of California
- U.S. District Court, Northern District of California
- U.S. District Court, Southern District of California
- U.S. Court of Appeals, Ninth Circuit

Education

- University of Southern California Gould School of Law (J.D., 1995)
- University of Southern California Gould School of Law (Graduate Certificate in the Study of Women and Men in Society, 1995)
- University of California, Los Angeles (B.A., *departmental honors, magna cum laude, Phi Beta Kappa*, 1987)

Memberships



- California State Bar, Labor and Employment Section
- Legal Liaison, Los Angeles Hotels Human Resources Association (LAHHRA)
- Society of Human Resources Management (SHRM)
- Women Lawyers Association of Los Angeles
- Step Up Women's Network

Video Training

California Wage and Hour Laws: What You Need To Know

In this video, Nancy explains California's Wage & Hour requirements, which are typically stricter and more complicated than Federal rules. This training is broken up into 14 modules: Exempt vs. Non-Exempt; California Overtime; Employee vs Independent Contractor; Comp Time; California Meal & Rest Breaks; Hours Worked; Make-up Time; Employee vs Agency Worker; Travel Pay; California Final Paychecks; California Reporting Time; California Split-Shifts; and Timekeeping & Recordkeeping.



[PREVIEW](#) the video.

[PURCHASE](#) the full training video at a 20 percent discount using the code Fox20.

Federal Wage and Hour Laws: What You Need To Know

In this video, Nancy explains Federal Wage & Hour Laws. This training is divided into 10 modules: Exempt vs. Non-Exempt | Overtime | Employee vs Independent Contractor | Comp Time | Vacation Pay and Sick Pay | Hours Worked | Meal and Rest Breaks | Employee vs Agency Worker | Travel Pay | Timekeeping & Recordkeeping.



[PREVIEW](#) the video.

[PURCHASE](#) the full training video at a 20 percent discount using the code Fox20.

Employment Laws: What Supervisors Need To Know

In this video, Nancy explains common legal questions that arise in the workplace and relevant laws. This training helps supervisors respond appropriately when faced with issues of fairness, scheduling, employee requests for leave or accommodations and the challenges presented by social media in the workplace.



[PREVIEW](#) the video.

[PURCHASE](#) the full training video at a 20 percent discount using the code Fox20.